

MARCH, 1969

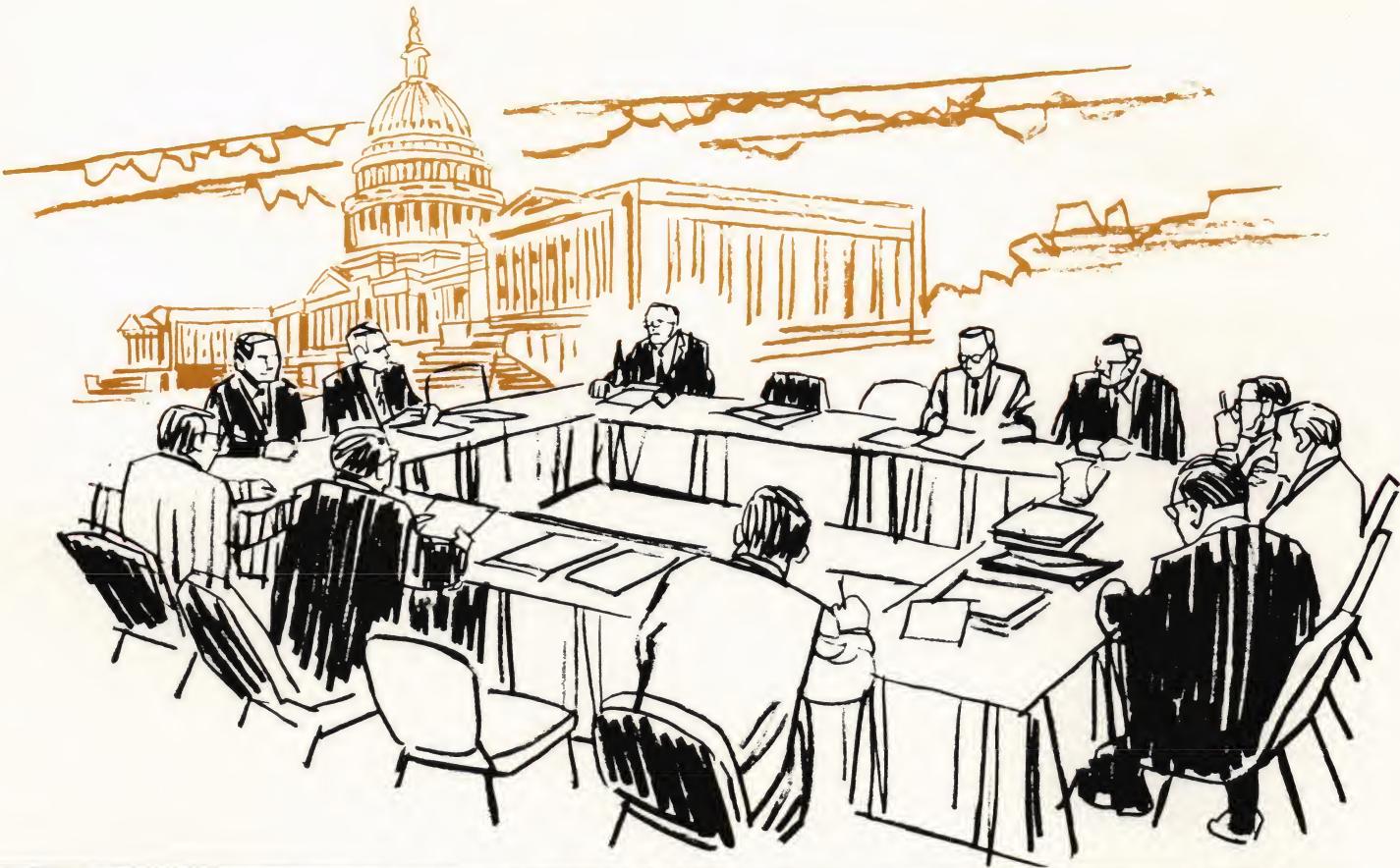


**Jt. Council 41
To Build
Housing
Complex**

See Page 11

Flynn Named General Secretary-Treasurer

See Page 5



LABOR'S PLACE IN HISTORY

UNION BUSTERS are using as a stalking horse for more restrictive labor legislation the "threat" of 1969 as the year in which potential strikes may cause national emergencies in critical industries.

They are dressing up their views in reports from so-called "nonpartisan research and educational organizations" studying national policy problems. This gives them the appearance of being publicly-interested people without an ax to grind. In reality, it is a new and sophisticated approach to cutting the trade union movement down to manageable size—for without exception their conclusions would cripple organized labor.

Among the latest entries into the field of educating the public to the terrors of what may come in collective bargaining standoffs this year is a "legislative analysis" by the American Enterprise Institute for Public Policy Research (AEI). Included on the AEI advisory board which inspired "Proposals to Deal with National Emergency Strikes" are several members with odious records of attempted union-busting in the past.

The AEI study cleverly points out that the proportion of working time lost in 1968 due to strikes was the highest since 1959—according to federal statistics—and implies that 1969 will be much worse. It points to potential strikes in railroads, airlines, shipping and the electrical products industries this year.

It hastens to add that for a variety of reasons the emergency strike provisions of Taft-Hartley and the Railway Labor Acts have often failed to prevent strikes "of sufficient impact to imperil the nation's health or safety."

In a subtle manner, AEI discounts President Nixon's announcement of plans to recommend overhauling of emergency strike provisions of Taft-Hartley—pointing out that "a similar promise was made by President Johnson, a promise that was not forthcoming."

Then AEI suggests that the only answer to the problem is to present "a factual analysis of current legislative proposals and other public policy issues before the Congress." Needless to say, AEI hastens to distribute its analysis from coast to coast.

The analysis then goes on to discuss in detail—focusing mostly on the proponents' views of these proposals—the establishment of a labor-management court empowered to assume jurisdiction in deadlocked labor disputes; a ban on multi-employer association bargaining; application of the anti-trust laws to labor organizations; seizure; compulsory arbitration, and finally, a redefinition of what constitutes an emergency dispute.

In its concluding comment, AEI says: "The Congress of the United States, to date, has been content to rely upon existing procedures rather than try any of the proposed alternatives. But each new major dispute brings a little more pressure for a more effective approach, and one student of the problem is confident that the Congress will find it necessary to tackle the problem again.

"... The present national emergency disputes procedure is not the last word that Congress will write on the subject. Its inadequacies are too apparent . . ."

National

Labor News Wrapup



LABOR NEWS

NEW YORK CITY—The recent strike of the American Newspaper Guild AFL-CIO wire unit against the Associated Press was the first time that any major news service had been struck. The walkout lasted briefly as the contract was extended on a day-to-day basis with the resumption of negotiations.

WASHINGTON, D.C.—Another 1.5 million workers came under the protection of the Fair Labor Standards Act last Feb. 1 as a result of amendments to the law in 1966. Most of the newly-covered workers are in retail service establishments, restaurants, hotels and motels.

HARRISBURG, PA.—The State of Pennsylvania, with an historic record of union pioneering, was the first state to pass a Monday-holiday statute following the federal enabling law. Pennsylvania now has 4 holidays that will always fall on Monday: Washington's Birthday, Memorial Day, Columbus Day and Veteran's Day.

WASHINGTON, D.C.—A History of Labor pavilion for the Bicentennial Exposition scheduled for Philadelphia in 1976 has been proposed by Sen. Joseph S. Clark of Pennsylvania. He noted that organized labor had its basic roots and beginnings in Pennsylvania.

WASHINGTON, D.C.—The Federal Mediation Service reports that requests for arbitrators are increasing. In fiscal 1968, the government agency received 7,800 requests for arbitrators—up 12 per cent from the previous year. The American Arbitration Assn. says its caseload also increased 12 per cent last year.

WASHINGTON, D.C.—The Civil Service Commission has begun a program to coordinate the college recruiting activities of dozens of federal agencies. Next fall, joint recruiting trips will be made to 30 selected schools rather than separately as in the past.

CLEVELAND, OHIO—Machinist Vice President Floyd Smith is unopposed as a nominee for president of the million-member Machinists Union. Roy Siemiller is expected to retire from the presidency next June.

SAN FRANCISCO, CALIF.—Charles (Chili) Duarte, president of Local 6 of the International Longshoremen's and Warehousemen's Union, died after a heart attack recently. Duarte was a strong advocate of the Teamster-ILWU warehousing alliance. He was a member of the ILWU International executive board.

UNDATED—The purchasing power of the nation's rank and file workers dropped 68 cents during January to an average of \$78.14 for workers with 3 dependents and 67 cents to \$70.93 for single workers, according to the Labor Department. The decline was caused by an increase in consumer prices.

CHARLESTON, W. VA.—Some 20,000 soft coal miners went out on strike in an effort to pressure the West Virginia legislature into granting them improved compensation for miners afflicted with pneumoconiosis—the so-called "black lung" disease.

UNDATED—Members of the Transportation Workers Union went on strike at American Airlines at the end of February. Meanwhile, National Airlines filed a \$1 million damage suit against the Machinists Union for alleged losses caused by a strike against that carrier.

GENERAL EXECUTIVE BOARD

JAMES R. HOFFA
General President
25 Louisiana Ave., N. W.
Washington, D. C. 20001

FRANK FITZSIMMONS
General Vice President
25 Louisiana Ave., N. W.
Washington, D. C. 20001

THOMAS E. FLYNN
General Secretary-Treasurer
25 Louisiana Ave., N. W.
Washington, D. C. 20001

JOSEPH J. DIVINY
First Vice President
25 Taylor St.
San Francisco, Calif. 94102

EINAR MOHN
Second Vice President
1870 Ogden Dr.,
Burlingame, Calif. 94010

HARRY TEVIS
Third Vice President
535 Fifth Ave.,
Pittsburgh, Pa. 15219

GEORGE E. MOCK
Fourth Vice President
1722 J St.
Sacramento, Calif. 95814

MURRAY W. MILLER
Fifth Vice President
6162 E. Mockingbird Lane, Rm. 212
Dallas, Tex. 75214

HAROLD J. GIBBONS
Sixth Vice President
300 South Grand Blvd.
St. Louis, Missouri 63103

JOSEPH TREROTOLA
Seventh Vice President
265 W. 14th St.
New York, New York 10011

DOMINICK CALABRESE
Eighth Vice President
591 Summit Ave.
Jersey City, N. J. 07306

ROBERT HOLMES
Ninth Vice President
2741 Trumbull Ave.,
Detroit, Michigan 48216

RAY SCHOESSLING
Tenth Vice President
133 S. Ashland Blvd.
Chicago, Ill. 60607

WILLIAM PRESSER
Eleventh Vice President
2070 E. 22nd St.,
Cleveland, Ohio 44115

WILLIAM J. McCARTHY
Twelfth Vice President
544 Main Street
Boston, Mass., 02129

TRUSTEES

FRANK J. MATULA, JR.
1616 W. Ninth St.,
Los Angeles, Calif. 90015

MAURICE R. SCHURR
4345 Frankford Ave.
Philadelphia, Pa. 19124

ROY WILLIAMS
45th and Van Brunt Extension,
Kansas City, Mo. 64130

THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

Volume No. 66, No. 3

March, 1969

Thomas E. Flynn Named General Secretary-Treasurer <i>Eastern Conference Director replaces John English</i>	5
William McCarthy Named International Union VP <i>Boston Teamster appointed by GVP Fitzsimmons</i>	6
Airline Division Certified at Pan American <i>Negotiations for 8,100 begins March 5th.</i>	7
Construction Division Holds Policy Meeting <i>Approve proposals for National pipeline contract</i>	9
Brewery Conference Plans National Bargaining <i>Agreements with most breweries expire in 1970</i>	10
Jt. Council 41 to Build Senior Apartments <i>Ground broken on 12 story housing project</i>	11
California Unions Support Quality Health Care <i>Vice President Mohn keynotes health conference</i>	12

A SPECIAL REPORT: On Page 20

Construction Division Delegates
Hear Report on Union Busting Plan
Against Building Trades by ABC



The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington, D. C. 20001.

17 CENTS

© 1969 International Brotherhood of Teamsters. All rights reserved. Reproduction in whole or part without written permission is prohibited. International Brotherhood of Teamsters, 25 Louisiana Ave., N.W., Washington, D.C.

POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington, D. C. 20018, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in USA. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.) Printed in national and informational editions.

From The



City Council Declares 'Day' for Heroic Driver

The Altoona, Pa., city council recently declared a "Dick Fouse Day" in honor of a member of Teamster Local 110 of Johnstown, Pa., who suffered serious injuries as he risked his life to halt a runaway truck.

Fouse was driving his tractor-trailer on Franks-town Rd., when it developed mechanical difficulties. Fouse steered the rig clear of pedestrians and motorists as it verged on going out of control. The transmission exploded while descending a steep hill.

Parts of the clutch burst through the cab floor and pieces of the flywheel pierced Fouse's left foot. The tractor-trailer passed through the foot of the hill road and started upward on another hill, paused, and then started to drift backward. Fouse managed to swerve the wheels. The rig jackknifed and went over a 30-foot embankment.

Fouse underwent surgery for amputation of his left foot and also received treatment for multiple fractures of his lower left leg and lacerations of the right foot.

The Altoona city council resolution stated in part:

"The community owes you a debt of gratitude for responding to a call above and beyond the call of duty. Your selfless, courageous act surely prevented a potential disaster. We don't know how many are living today because of your heroism and great personal sacrifice . . ."

Teamster Gives Life Helping Motorist

Albert W. Harrington, a member of Teamster Local 741 in Seattle, Wash., gave his life recently while trying to help a motorist in distress on Snoqualmie Pass.

Harrington, a driver for Garrett Freight Lines, stopped his truck during a storm to assist a Seattle motorist. Snoqualmie was extremely slick with mixed snow and rain and the motorist was stuck in a snow drift.

As Harrington was attempting to shove the passenger car free, another truck rammed into the rear of his rig. Harrington was trapped between his own truck and the auto.

In a bizarre twist of fate, the driver of the second truck was also a member of Local 741 and one of Harrington's best friends.

Accident-Free Record Despite Near Misses

Robert Gordon, a member of Teamster Local 453 in Cumberland, Md., recently logged his 1 millionth mile of accident-free driving for Eastern Express

FIELD

during the past 14 years.

But Gordon has had some scary near-misses in that period including the time in 1959 when he was driving the Pennsylvania Turnpike and a woman attempted to throw herself into the path of his rig in a suicide try. Gordon managed to steer around her.

He attributes his record to driving a mile at a time and a trip at a time.

Teamster Son Checks Moon Astronauts

Dr. Charles K. La Pinta, son of Charles T. La Pinta, a member of Teamster Local 436 in Cleveland, Ohio, was the deputy team leader for the 17-man medical squad that examined the Apollo 8 crew of astronauts before and after their mission around the moon.

Dr. La Pinta was responsible for some of the crew testing in their spacecraft at the Kennedy Spacecraft Center and did the physical examinations both at Cape Kennedy and aboard the *U.S.S. Yorktown* immediately after the Pacific splashdown ending the historic flight at Christmas time.

The Teamster son has been appointed medical team leader for the Apollo 9 mission and will be in charge of all medical operations for the crew at the Manned Spacecraft Center in Houston, Tex., Cape Kennedy, and aboard the prime recovery ship in the Atlantic.

Rhode Island Member Busy in Community

Frederick J. Marsh, a member of Teamster Local 251 of Providence, R.I., recently received an award for outstanding work as director of the Warwick, R.I., Civil Defense program.

Marsh, although regarded as a part-time CD official, puts in more hours than some full-time directors. In addition, his union duties as recording secretary of the local union keep him pretty busy.

On the job at Watt Transport, Marsh has served as a steward for the past 12 years.

As though all these activities were not enough, Marsh recently was cited for heroism in helping to save 2 persons from drowning.

Maine Local Loses President by Death

John Ramsey, president of Teamster Local 340 in Portland, Me., died recently.

Ramsey had served the local union as a business representative for the past 6 years and held office as president for 1 year.

Message of the General Vice President



Flouting Federal Labor Policy

IN 1935, the United States government adopted a labor policy spelled out in the Wagner Act. This Act was an emancipation for the country's workers, whose rights were recognized for the first time by their government.

It established the right of workers to organize into the union of their choice to bargain collectively with their employers.

Although established 34 years ago, that federal policy is still under attack by big business. The attack takes the form of branding the National Labor Relations Board as "pro-union," and big business wants to abolish the NLRB and put all labor disputes into labor courts.

But that form is only a surface mirage. The underlying goal is to once again strip working people of any voice in their affairs with their employers.

Congressman Frank Thompson (D-NJ), through his House Subcommittee on Labor, has documented the fact that employers have been flouting federal labor policy all along. The NLRB, as housekeeping agency of the National Labor Relations Act, has had to slap the greedy hands of employers who violate the law. And often they violate the law at the urging of lawyers who prolong cases and deny workers their rights while earning fat salaries for their efforts.

Every union organizer knows the formula. When workers suddenly begin to organize, the cost of paying discharged union advocates back wages with interest is compared to the cost of a union contract for the workers. Firing key workers is one of the oldest tricks in the book in fighting off a union. And it is against the law.

This is not to say that unions do not have their differences with the NLRB. All too often, long NLRB delays cost workers their union majority

and crush any chance they had to gain a union contract.

All too often, the NLRB refuses to establish a unit of a particular craft for bargaining purposes, thus pitting plant workers against those with whom they have no working relationship. In these instances, more often than not, the plant workers are overwhelmed by those with different problems.

But, these are procedural matters, not an attempt by the NLRB to be either pro-labor or pro-business. They are matters which could be worked out by reasonable men who did not have to spend a majority of their time fighting off the anti-labor snipers.

But, as long as big business holds fast to its purpose of denying working men their basic right to organize and bargain collectively, the NLRB will be the scape goat in the overall plan of business.

Abolishing the NLRB and turning labor disputes over to labor courts would only return labor-management relations back to the jungle which existed before the passage of the National Labor Relations Act.

And, I do not believe that the working men and women of America will easily give up rights which have been established for the last 35 years and rights which are administered through the National Labor Relations Board, as are the rights of business.

A handwritten signature in black ink, appearing to read "Frank D. Thompson".

STATE OF THE UNION

Flynn Named General Secretary-Treasurer



Thomas E. Flynn

Thomas E. Flynn, veteran of more than 45 years in the Teamster movement, has been appointed General Secretary-Treasurer of the 2-million member International Brotherhood of Teamsters.

Flynn fills the vacancy created by the recent death of John F. English.

His appointment to the post was made by General Vice President Frank E. Fitzsimmons with the approval of the General Executive Board.

Flynn, who has been director of the Eastern Conference of Teamsters since 1953, has served in an executive position in the Union since 1936.

At that time he was appointed an International Union General Organizer, by the late General President Daniel J. Tobin. He worked out of the national office in Indianapolis for a year.

In 1937, Tobin assigned Flynn to South Bend, Indiana, where in less than two years time, he built a local

union of more than 5,600 members. During this time he played a primary role in the establishment and negotiation of the first Central States Over-the-Road Freight Agreement, one of the first area-wide Teamster contracts.

In March, 1941, Tobin selected Flynn as his executive assistant. In this capacity, he served the International Union during its period of greatest growth. During this time, he represented the Teamsters International Union in negotiating agree-

ments and clarifying jurisdictional lines with a number of International Unions.

In 1941, Flynn was instrumental in establishing the Southern Conference of Teamsters and directed its affairs until the Conference was functional and operational.

Upon Tobin's retirement in 1952, Flynn was assigned by newly-elected General President Dave Beck as national director of the Over-the-Road Freight Division, a position which he still holds.

Established ECT

Shortly thereafter, Beck selected Flynn to establish the Eastern Conference of Teamsters. Under Flynn's leadership, the Eastern Conference began a giant organizing drive and the Conference today has well over one-half million members.

At the 1957 International Union convention, Flynn was elected a vice president on the general executive board, a position to which he was reelected in 1961 and again in 1966 without opposition.

Born in Chicago

The new Teamsters General Secretary-Treasurer was born July 1, 1906, in Chicago, where he attended parochial schools. As the youngest of nine children, he sold newspapers and did other jobs to help the family as a boy.

At the age of 18, he joined Local 753, the Chicago Teamsters Milk Drivers' Union. For the next several years he drove a team of horses on a daily milk route.

In 1929, he transferred to Teamster Local 702, and for six years drove trucks delivering ice to cars in Chicago's freight yards and coal to hotels and office buildings in the Loop area.

It was the beginning of a lifetime career in the Teamster movement.

Family Man

Flynn now lives in Bethesda, Maryland, with his wife Mildred, whom he married in Chicago in 1923. They are the parents of four children: Robert, Jerome, and twin daughters, Maureen and Colleen.

Robert Flynn, is a general organizer for the International Union, and has served as his father's administrative assistant in the Eastern Conference for several years.

Appointment

William J. McCarthy, of Boston, Named Teamster Vice President

William J. McCarthy, president of Teamster Local 25, in Boston, has been named to the post of vice president on the International Union's general executive board.

His appointment was effective March 1, 1969.

The Boston Teamster leader fills a vacancy as vice president on the general executive board. The vice presi-

the local union's history.

McCarthy began as a Teamster as an over-the-road driver for Benjamin Express.

In December, 1947, he was elected a business agent of Local 25.

He is secretary-treasurer of Joint Council 10, an affiliation of all local unions in five New England States.

He is chairman of Local 25's health and welfare fund, and serves as chair-



William J. McCarthy

dential vacancy was created when Thomas E. Flynn was named general secretary-treasurer of the International Union upon the death of John F. English.

The 49-year-old McCarthy has served as an International Union general organizer since January, 1967.

He has been a president of Local 25 in Boston since 1956, and has been reelected to that position at every local union election since, the last time without opposition for the first time in

man of the New England Teamster and Trucking Pension fund.

The new vice president was in the service of his country in the U.S. Army during World War II.

McCarthy and his wife, Mary, are the parents of four children, Rosemary, Anne, Larry, and Thomas.

McCarthy was appointed to the Teamster General Executive Board by General Vice President Frank E. Fitzsimmons, with the approval of other board members.

Contract Talks Begin

NMB Certifies Teamsters As Pan Am Representatives



Henry Breen (left), director of the Teamster Airline Division, and Bill Genoese (second from left), are shown as they talked with Minnesota organizers during a meeting at Dallas regarding the organizing campaign among 5,100 clerical and cargo employees of Braniff International Airlines. Breen and Genoese paced the victory at Pan Am. Mail ballot at Braniff begins March 12th and runs through April 2nd.

The Teamsters Airline Division has been certified by the National Mediation Board as the bargaining representative for more than 8,100 Pan American World Airways cargo and clerical employees.

An initial contract bargaining session for March 5th was scheduled after Teamster General Vice President Frank E. Fitzsimmons notified the company that the Pan Am workers desired negotiations to begin on a new contract as soon as possible.

The old agreement, negotiated by the Brotherhood of Railway Clerks,

ran out 2 years ago. The Pan Am employees worked without a new contract as the BRC threw road blocks in the path of the cargo and clerical workers who indicated they wanted to go Teamster.

After numerous delays—including elections that were nullified by the Board—a third and final election resulted in a clear-cut Teamster victory last January. The Pan Am employees dumped the BRC with a mail referendum resulting in a 4,821 to 1,092 vote favoring the Airline Division.

Teamsters Lead Labor

Blazing Election Victory Pace Set by IBT in Last Half of '68

Teamster organizing success in terms of single-union elections conducted by the National Labor Relations Board out-distanced the remainder of the labor movement overwhelmingly during the last 6 months of 1968.

NLRB records show that in the area of single-union election—the best barometer of trade union organizing activity—affiliates of the International Brotherhood of Teamsters:

—Participated in more single-union elections than any other union.

—Won more single-union elections than any other union.

—Attracted more workers voting for union representation the first time than any other union.

The NLRB conducted a total of 3,502 single-union ballots between July 1st and December 31st. Teamster affiliates were on 1,061 of those ballots, or better than 30 per cent.

All unions together won 1,845 victories in the 3,502 single-union elections. Teamster affiliates accounted for 567—or nearly 31 per cent—of the victories.

The Teamster score of 567 wins in 1,061 tries at the ballot box resulted in a victory average of better than 56 per cent.

There were 83,647 employees eligible to vote in all the 3,502 single-union election victories and 13,999 of them—or nearly 17 per cent—elected to go Teamster.

Counting the total of single-union elections, 2-union elections and elections in which 3 or more unions were involved, the Teamsters Union scored an incredible victory total of 632 wins in the last half of 1968.

Teamster organizing activity ended the year on a particularly high note as single-union election victories in December alone resulted in better than 1 of every 5 workers voting union for the first time deciding to go Teamster.

The NLRB reported 632 single-union ballots in December with the Teamsters on 202 of them—nearly 32 per cent. All unions together won 316 of the ballots and the Teamsters scored 104 of the victories—a 30 per cent mark.

Some 11,007 employees were in the units won by unions in single-union balloting and 2,353 of them—or better than 21 per cent—went Teamster.

Teel Retires

John A. Teel, 30-year Teamster member and an organizer for the Colorado-Wyoming Joint Council 54 and Teamster Local 17 in Denver, retired recently. Teel first became an organizer in 1945. Prior to his service as a joint council organizer, Teel served as chief executive officer of Local 17.



Unique in State

Dental-Optical Clinic Opened By Rhode Island Local 251

The Health and Welfare Fund of Teamster Local 251 in Providence, R.I., recently cut the ribbon on its new \$500,000 dental and optical clinic with the help of Rhode Island Gov. Frank Licht and Providence Mayor Joseph A. Doorley, Jr.

Alexander J. Hylek, secretary-treasurer of Local 251 and the executive officer of the Health and Welfare Fund, said the clinic providing screening and examining offices for its dental and optical programs is the only one of its kind in Rhode Island.

The clinic will serve 6,000 members of Local 251 and their dependents—a total of about 24,000 persons.

The local union's health coverage plan includes the meeting of about 90 per cent of dental costs. The optical program provides a free eye examination and eyeglasses every 2 years if needed.

Coverage for prescription drugs is also under consideration, Hylek said. The clinic building was constructed in such a manner as to permit expansion of further services as the

Taking part in the open house program for the new dental and optical clinic building established by the Health and Welfare Fund of Teamster Local 251 in Providence, R.I., were (left to right, foreground): Alexander J. Hylek, Local 251 secretary-treasurer and chief executive officer of the fund; Samuel Malkin, employer and president of the fund; Rhode Island Gov. Frank Licht; Dr. Hubert A. McGuirl, president of the American Dental Assn.; Providence Mayor Joseph A. Doorley, Jr.



union's health program expands.

Local 251's dental program has been in operation since 1966, with the cooperation of the Dental Service Corp., established by the Rhode Island State Dental Society.

The new clinic is fully staffed and contains equipment to make preliminary examinations. Teamster patients are referred to their own or participating dentists on a fee schedule plan.

The health program is financed by employer contributions paid as a percentage of hourly wages. Hylek and Samuel Malkin—one of the fund's 2 employer trustees and its president—said expenditures are expected to amount to about \$2.5 million a year.

John Blackburn of Local 251 is the other union trustee on the fund, and Bernard J. O'Toole is the other employer trustee.

• Oil Refinery

By a better than 4-to-1 majority, drivers, warehousemen and case and

package workers employed by Texaco, Inc., Los Angeles Sales Terminal voted for representation by Teamster Local 692 of Long Beach, Calif., in a recent National Labor Relations Board election.

Jake L. Koenig, president of Local 692, said 126 workers were eligible to ballot. The ballot was 91 for the Teamsters and 19 for the Oil, Chemical & Atomic Workers.

• Georgia Win

Employees of the Clark Equipment Co., Industrial Truck Division at Dalton, Ga., voted unanimously for representation by Teamster Local 515 of Chattanooga, Tenn., in a recent National Labor Relations Board election, according to David Halpenny, president of the local union.

Arkansas Local Wins Decision

An employer in Rector, Ark., violated the law by refusing to bargain with Teamster Local 878, certified representative, according to a recent ruling by the National Labor Relations Board.

The Board agreed with the trial examiner's granting of the general counsel's motion for judgment on the pleadings and his findings that Blades Mfg. Corp. and Berkshire Mfg. Corp. violated the Act.

The Teamster local union, based in Little Rock, Ark., was certified last June as representative of all production and maintenance workers, truck drivers and janitors at the company following 2 Board-conducted elections.

When the union requested that the employer bargain, the employer instead asserted that the union had engaged in unfair labor practices which precluded a fair and impartial election and, furthermore, that the NLRB regional director's refusal to grant a hearing was capricious.

The examiner noted that the employer merely revived issues already decided by the Board and that there was no new evidence to warrant another go-round of hearings.

The Board ordered the employer to cease its unlawful conduct and bargain with the union upon request.

Pipeline Reopener OK'd

Construction Div. Committee Holds Annual Policy Meeting



Thomas H. Owens, (above) director of the National Division of Building Material and Construction Drivers, is shown as he chaired the recent annual policy meeting of the division.

General Vice President Frank E. Fitzsimmons (photo left) was a guest speaker at the Construction Division meeting attended by more than 100 delegates and guests.

More than 100 delegates to the annual policy committee meeting of the National Division of Building Material and Construction Drivers unanimously approved pipeline agreement proposals at Miami Beach, Fla., in early February.

Modifications were discussed at length prior to the blanket endorsement. Delegates also had an opportunity to go over model clauses for construction agreements.

The meeting was abbreviated due to the death of General Secretary Treasurer John F. English to give those in attendance time to plan for travel to the funeral in Boston. A silent moment of prayer for English was observed by the delegates and guests.

General Vice President Frank E. Fitzsimmons spoke briefly on a proposed jurisdictional agreement between the Teamsters Union and the

Operating Engineers.

Fitzsimmons reported that the general executive board looked with favor on the proposed agreement, however, it had been decided to refer it back to the Conference level for still more consideration in hope of bringing about better understanding of the pact.

The general executive board will then review the plan again and make a final decision in terms of overall welfare of the International Union.

The delegates also heard comments on the proposed pact with the Engineers from 6 vice presidents sitting in on the meeting, including: Thomas E. Flynn, newly appointed general secretary-treasurer and chairman of the division's jurisdictional committee; Murray W. Miller of Dallas, Tex., director of the Southern Conference of Teamsters; Harry A. Tevis of Pitts-

burgh; Harold J. Gibbons of St. Louis, Mo.; Joseph Trerotola of New York City, and Robert Holmes of Detroit, Mich.

Thomas H. Owens, director of the division, chaired the meeting. He announced that the division was preparing an equipment handbook to standardize the identification of equipment handled by Teamsters on construction jobs.

Among the guest speakers were:

—Stan Arnold, president of the Michigan State Building Trades Council AFL-CIO, who discussed the anti-union program of the Associated Builders and Contractors;

—Jack Woods, chairman of the labor committee of the National Constructors Assn., who related how some of the industry's problems have been solved by union-management cooperation.

VP Miller



GST Flynn



VP Holmes



VP Trerotola



VP Gibbons



VP Tevis



Unanimous Decision

Teamster Brewery Conference Plans National Bargaining

Representatives of 15 Teamster local unions holding contracts with Anheuser-Busch Co., the nation's largest brewing company, adopted a program in a Miami Beach, Fla., meeting last month to bring about negotiations on a national basis when each of their contracts expire in 1970.

The local unions responded to a call of the Teamster National Conference of Brewery & Soft Drink Workers. It was an historic session in that it culminated an 8-year effort to bring about common termination of contracts with Anheuser-Busch as a prelude to national bargaining.

The company, producer of Budweiser label beer, operates breweries in Los Angeles, Calif., St. Louis, Mo., Tampa, Fla., Houston, Tex., and Newark, N.J. It presently is constructing additional breweries at Jacksonville, Fla., and Merrimac, N.H.

John Hoh, director of the Brewery Conference, emphasized that its executive board had unanimously adopted a policy aimed at working toward national negotiations with each of the brewing companies operating on a national level. The conference of Anheuser-Busch locals represented the first step toward that goal.

Hoh said Anheuser-Busch was chosen first for two reasons: The company is the nation's—and the world's largest—brewing company, and the

Representatives of local unions with members in the brewery industry met last month in Miami Beach to plan for national bargaining when agreements expire in 1970. The meeting was called by the IBT Brewery and Soft Drink Division.



workers at every one of the company's plants are covered by Teamster contracts.

Recent industry statistics underscore the need for establishing collective bargaining on a national level. In 1968, the top 5 beer companies cornered about half the sales of all beer sold in the United States and were slowly advancing to the point where they eventually will completely dominate the expanding beer market.

Altogether, the top 25 brewing companies in the U.S. last year sold 94 per cent of all the beer marketed in the country. The top 3—Busch, Schlitz and Pabst—accounted for more than a third of all sales.

Industry experts predict that in 10 years there will probably be fewer than 25 brewing companies operating across the nation.

Delegates to the meeting unanimously adopted a resolution proposed by the National Conference executive board calling for "immediate steps to bring about national collective bargaining with Anheuser-Busch in 1970, to be followed as quickly as possible by similar efforts to establish national negotiations with each of the giant national beer firms."

It was emphasized that the term "national negotiations" differs from "national contract" negotiations. The intention is that each local union will

maintain its autonomous rights, will select its own bargaining committee and formulate its own demands for presentation. They will emerge from the negotiations with separate contracts, as before.

The Anheuser-Busch sessions followed meetings of the executive board of the National Conference at which reports were made on an intense organizing program underway—with the cooperation of the Area Conferences—in Ft. Worth, Tex., Jacksonville, Fla., Winston-Salem, N.C., and Perry, Ga., where new breweries are under construction.

• Oil Company

Truck drivers and servicemen employed by Bliss Staples Oil Co., Inc., in Fall River, Mass., voted for representation by Teamster Local 526 in a recent National Labor Relations Board election.

Anthony J. Materia, Local 526 secretary-treasurer, said there are 9 workers in the unit. The vote was 5 to 2 in favor of the union.

Pension Plan Appreciated By Teamster

Dear Bro. Fitzsimmons:

I wish to take this opportunity to thank you and James Hoffa for making it possible for me to retire with such a wonderful pension plan. May I also thank my president of Local 557 in Baltimore, Md.

I was injured in an accident in February, 1967, and spent the greater part of 2 years in a cast. I am now confined to my home in a brace. At this time I may never push another rig, but, thank God, I am here to write you. I was employed by the Associated Transport Co., as a road driver.

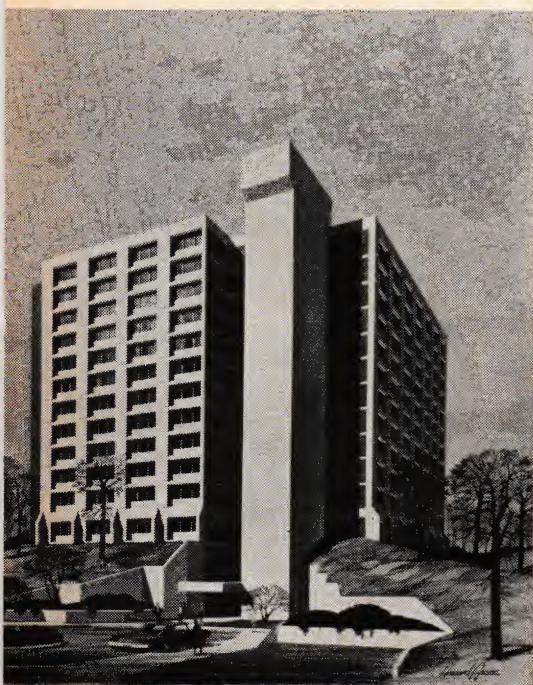
My accident was caused when I tried to avoid collision with an automobile. There were some GI's parking a car and it was snowing. I tried to miss them but hit a bridge. My president, Bro. Joseph Fabula, and Bro. Ted DeMasio of the Pension Fund have been very helpful.

Fraternally,
James F. Hare, Sr.

In Cleveland**Joint Council 41 Breaks Ground For Senior Citizens Apartment**

Turning the first shovels of dirt for the Teamster Senior Building are (left to right): State Rep. Allen Bartunek; East Cleveland City Manager Grant Apthrop; U.S. Rep. Charles Vanik; James Stanton, Cleveland City Council president; IBT Vice President William Presser, head of Joint Council 41; N. Louis Triscaro, Joint Council 41 vice president, and (behind Presser), Robert Hearns, president of Teamsters Housing, Inc., apartment administrator.

Twelve stories high, this is what the Joint Council 41-sponsored apartment for senior citizens will look like when completed.



International Vice President William Presser, president of Teamster Joint Council 41, officiated at groundbreaking ceremonies recently for a multi-million-dollar 12-story apartment building to house senior citizens.

The 231-unit structure is being sponsored by Joint Council 41 with a long-term, low interest rate loan from the U.S. Housing and Urban Development Department, which, under the National Housing Act, can grant 50-year loans at 3 per cent annual interest.

The council organized Teamsters Housing, Inc., a non-profit corporation, to own and administer the building which will contain a community center, dining area, lounge, library and game room on the first floor.

Joining Presser on the shovel brigade at the groundbreaking were Rep. Charles A. Vanik (D-Ohio), Cleveland City Council President James Stanton, and other dignitaries. Cleveland Mayor Carl Stokes, unable to attend because of a speaking engage-

ment elsewhere, sent a wire of congratulations.

More than 100 city, county and state officials, civic and business leaders attended a luncheon commemorating the ground-breaking.

Presser commented that the beginning of the project "exemplifies what can be achieved through labor, government and business cooperation on a community-wide project."

He added: "Our aim is to provide older persons an environment for living. We want to give the retired man or woman the joy and satisfaction of a secure, private, pleasant home, without the work and worry of home-owning or the loneliness of living alone. The apartment is designed as a way of life for men and women who have earned their leisure and intend to use it well."

• Kentucky Win

Over-the-road drivers employed by American Cryogenics, Inc., of Louisville, Ky., voted unanimously for representation by Teamster Local 89 of Louisville in a recent National Labor Relations Board election, according to Marion Winstead, secretary-treasurer of Local 89.

Below Zero Weather Leads To Arbitration

Teamster Local 395 of Regina, Saskatchewan, recently won an arbitration award in which an employer, Soo Security Motorways Ltd., was ordered to reinstall electrical automobile plug-ins previously removed from the employees' parking lot.

George McCullough, Local 395 secretary-treasurer, said a grievance resulted when the company decided to remove the automobile plug-in facilities which the employees had rented from the company.

McCullough noted that Saskatchewan winters can be very cold with temperatures dropping to lows of 45 degrees below zero. Under such conditions, it can be extremely difficult to start an automobile without the electrical plug-ins.

The grievance was processed to arbitration. The award ordered the company to reinstall at least as many outlets for automobile plug-ins as were previously in the company-owned parking lot.

Program Gains Momentum

Quality Health Care Per Dollar Supported by California Unions

ORGANIZED LABOR in California has embarked on a unique program to obtain quality medical care at equitable prices for union members and their families.

The state's major trade unions—including the Teamsters, International Longshoremen's and Warehousemen's Union, the California Federation of Labor AFL-CIO and numerous state and central labor bodies—have given unanimous approval to the program to be carried out by the California Council for Health Plan Alternatives (CCHPA).

International Vice President Einar O. Mohn, director of the Western Conference of Teamsters, is chairman of the CCHPA. A recent meeting of the organization, attended by more than 200 delegates, put the "okay" stamp on the program and also ratified a financing formula based on membership in the various unions and councils affiliated with the CCHPA.

Keynote

Mohn sounded the keynote as chairman of the meeting when he declared:

"There is nothing closer to our members and their families than the overall question of health care. We are not out to feud with the medical care industry or individually with any doctors, hospital or insurance companies. At the same time, we do not feel the role of the CCHPA is to be complacent and accept their charges and treatment without question. Our role is to get the best care possible, both in respect to quality and price, for our members and their families."

Louis Goldblatt, ILWU secretary and serving as secretary-treasurer of CCHPA, told the delegates that it is a well-established fact that the vast sums unions negotiate through collective bargaining pay only about 65 per cent of medical costs. The trend toward escalating costs, he said, makes unions little more than transmission lines for conveying money from employers to the dispensers of health care—with workers compelled to pay the difference out of their own pockets.



Einar O. Mohn

Goldblatt added: "The CCHPA is the means by which we are now pooling our collective bargaining to gain for union members, and working people generally, the maximum health care at equitable costs."

Some of the 200 delegates, including many Teamsters Union representatives, are shown as they attended a recent meeting of the California Council for Health Plan Alternatives. The CCHPA is dedicated to getting quality medical care at equitable prices for union members and their families in California.



Similar thoughts were expressed by Sigmund Arywitz, executive head of the Los Angeles County Federation of Labor and vice chairman of CCHPA. He said: "All of us know that we have not been getting our money's worth and we are determined to do everything possible to correct the situation."

Numerous other union officials—and even a couple of doctors—addressed the meeting where delegates were reminded that organized labor ranks second only to the government in the purchase of health care.

Action Program

A program of action was outlined, including the launching of research programs with the assistance of the University of California medical schools or any other agency geared to aid.

It was pointed out that there is considerable evidence that many doctors, particularly the younger ones, recognize the need for a change in the system by which medical care is purchased and dispensed.

CCHPA was started 3 years ago and functioned somewhat informally during its early period. It now has been incorporated as a non-profit organization.

Mohn, a prime mover in the creation of CCHPA, was reelected chairman at the meeting.

Alden Pact Okayed at Local 743

By a better than 9-to-1 margin, members of Teamster Local 743 in Chicago, Ill., okayed a new 3-year agreement with Alden, a mail order firm.

Donald Peters, president of Local 743, said the mail referendum vote was 1,418 for the agreement and only 126 against. The new contract provides for wages increases, and improved pension, hospitalization and vacation fringes.

The agreement also includes an additional paid holiday: Jan. 15, the birthday of Martin Luther King, Jr.

Coca Cola Syrup Plant Organized

The Coca Cola syrup manufacturing plant in Chicago, Ill., non-union for many years and always successful in blunting union organizing campaigns in the past, is now a Teamster shop.

Teamster Local 744 of Chicago reported a lopsided 2-to-1 margin in scoring a victory in a recent National Labor Relations Board election conducted among the syrup plant workers. They have ratified their first contract.

The Coca Cola plant supplies bottling firms in 4 surrounding states with the basic syrup used in making the country's largest-selling soft drink.

Kit Mfg. Co. Workers Go Teamster

The Teamsters United Paper and Allied Workers won a National Labor Relations Board representation election at the Kit Mfg. Co., in Mt. Vernon, Ohio.

Bob Williams, director of the division, said the vote was 47 to 33 in favor of the Teamsters. Clement Nitka, division organizer, credited the Teamster committee in the plant for the successful campaign.

Contract negotiations will get underway soon, according to Williams.

Peick Honored

Chicago Good Scout Award Goes to Teamster Official



Louis F. Peick (center), secretary-treasurer of Teamster Local 705 in Chicago, Ill., receives the traditional salute of the Boy Scouts at a luncheon in his honor. With Peick are IBT Vice President Ray Schoessling (right), president of Teamster Joint Council 25 in Chicago, and William A. Lee, president of the Chicago Federation of Labor. Peick helped raise \$36,000 to finance expansion of a Scout program. Schoessling was honorary chairman of the luncheon.

Louis F. Peick, secretary-treasurer of Teamster Local 705 in Chicago, Ill., recently was honored with the "Chicago Good Scout Award for 1969" in recognition of his work toward raising funds for the Scout program.

Peick, long prominent in Scout activities, is president of the Chicago Area Council of the Boy Scouts of America, and served as honorary chairman of the 1969 Labor Lunch-O-Ree which raised more than \$36,000 to help finance expansion of scouting in Chicago's "inner city."

Taking part in the program to honor Peick were International Vice President Ray Schoessling, president of Teamster Joint Council 25 in Chicago, and William A. Lee, president of the Chicago Federation of Labor and Industrial Union Council.

The "Good Scout" award read in part: "Because of the service he has rendered to society and to his community, and the admirable characteristics he constantly displays, we believe Louis F. Peick truly exemplifies the Scout ideals of integrity, determination, honor and leadership."

A Teamster since 1931, Peick was first elected to Local 705 office in 1954 when the members named him vice president. He became secretary-treas-

urer in 1957 and has held that job ever since while leading the union to steady growth over the years. He is a trustee of Joint Council 25.

Besides his union activities and work for the Scouts, Peick has given leadership to an urban renewal project on Chicago's near West side. Last year, the Chicago labor movement recognized his years of service by presenting him the "man of the year" award for labor.

Schoessling Honored By Members

International Vice President Ray Schoessling, president of Teamster Joint Council 25 in Chicago, was honored recently on the anniversary of his first election to union office 40 years ago.

Some 300 joint council delegates representing 150,000 Teamsters Union members in the Chicago area met in Mechanics Hall to hear him cited as one of Chicago's outstanding citizens. William A. Lee, president of the Chicago Federation of Labor, was the principal speaker.

Area-Wide

New Carnation Agreement Gives Members Big Gains

Members scattered through 10 Teamster local unions recently ratified a new 3-year agreement covering all instant powder, malted milk, condensory and can plants operated by Carnation Co., in 8 states in the Central and Southern Conference areas.

Howard L. Haynes, secretary-treasurer of Teamster Local 783 in Louisville, Ky., and head of the negotiating committee, said the package increase was the biggest ever put together in the industry.

He described the contract as "a testimonial to the value of an area agreement," and added that it would set the pattern for the Borden Co., Pet and Whitehouse (A&P).

Besides very substantial wage increases, the settlement included gains

in pension and health and welfare contributions by the company, 3 additional holidays, night premium increases, and a cost-of-living clause. There were additional improvements in the funeral leave, jury duty, and similar clauses.

Covered by the agreement are members of Teamster Locals 327 in Nashville, Tenn., 455 in Dixon, Ill., 579 in Janesville, Wis., 619 in Manitowoc, Wis., 650 in Waterloo, Ia., 695 in Madison, Wis., 745 in Dallas, Tex., 783 in Louisville, Ky., 823 in Joplin, Mo., and 984 in Memphis, Tenn.

The Carnation plants—including general stores in Sullivan, Wis., but excluding some 30 receiving stations—are located in Wisconsin, Iowa, Tennessee, Illinois, Texas, Kentucky, Missouri and Mississippi.

Mine Donation

Richard A. Boyles, secretary-treasurer of Teamster Local 789 in Fairmont, W. Va., is shown giving a \$1,000 check to L. Clyde Riley, secretary-treasurer of United Mine Workers District 31, administrator of the Farmington No. 9 Disaster Fund. The check was forwarded from the office of Teamster General Vice President Frank E. Fitzsimmons to assist in the welfare of those who suffered losses in the recent mine disaster.

APPRECIATION

Dear Brother Fitzsimmons:

I am sending you a picture of an old-time 3½ ton Packard truck which I was driving in those days. The truck had solid tires and that is

me in the picture, loading her up for the "S.S. Majestic" which was at Pier 59, bound for London, England.

The truck was a 1925 vintage. Back in those days we worked a full 6 days a



week. I was through work on Saturday at 6 p.m.

I went home, got washed up and dressed and then met my girl friend at 42nd and 12th Avenue. We would then take a boat ride on the old side-wheeler, the S.S. Mandalay, to Atlantic Highlands. It was a trip of over three hours, with a 5-piece jazz band playing all the way.

Those were the good old days. Now I am very thankful that I stuck with trucks, as now with the Union pension and social security, a man can keep his head up, and the thankfulness goes to our Teamsters Union.

So, thanks very much, Brother Frank and Jimmy Hoffa, and also our President J. Mangan, of Local 807.

Thomas Fitton
Round Top, N.Y.

Newsmaker

Arthur A. Rutledge, president of Teamster Local 996 in Honolulu, recently was named by the Honolulu Press Club as the Aloha State's top newsmaker of 1968 in the field of labor. Rutledge is also president of the Hotel, Restaurant Employees & Bartenders Local 5 AFL-CIO. Members of the 2 unions gave him a testimonial dinner attended by more than 1,000 last year in recognition of his 30 years of union leadership.

In California

Board Decision in Teamster Case Rejects 'Negotiation in Reverse'

An employer violated the law in refusing to bargain—by attempting "negotiation in reverse"—with Teamster Local 572 of Long Beach, Calif., according to a recent decision by the National Labor Relations Board.

Sustaining the trial examiner's findings, the Board said F & J Wire Products Co., of Long Beach recognized Local 572 in October, 1967,

as representative of all production and maintenance workers and entered into contract negotiations shortly thereafter.

Designated by the employer, Harry Pickett, as his agent for the purposes of collective bargaining with the union was an attorney, Melvin Harris.

After several table talks with Local 572 representatives, the lawyer

presented the owner with a proposed contract. Although he signed the agreement when urged to do so by the lawyer, Pickett announced that he did not understand the contract thoroughly and wanted to talk it over with his wife, a co-owner of the business.

Several hours later, Pickett returned the contract with his signature scratched out. He informed Harris that the contract was unacceptable.

The lawyer and the Picketts then drafted another contract in which they incorporated changes that they wanted. The lawyer then delivered the contract to the union, informing it that the document was not identical to the agreement drawn up earlier. The union did not thereafter communicate with the employer about the matter and instead filed an unfair labor practice charge.

Bad Faith

The General Counsel argued that the employer had bargained in bad faith by signing and then repudiating an agreement and by substituting in its last contract proposal terms more onerous than those previously offered.

The examiner found that when negotiations were expected to be consummated with presentation of the first contract to Pickett, the employer made significant changes and withdrawals which, if they were to be made, should have been brought out earlier.

This last-minute "negotiation in reverse," the examiner held, was in derogation of the collective bargaining process and violated the Act. The examiner ruled further that an agreement was not executed when Pickett signed the first proposed document. Pickett had not fully reviewed and agreed to the contract before signing, and his signature was quickly scratched after reviewing the contract.

The Board ordered F & J to cease the unlawful conduct and bargain with Local 572 upon request.

• Maine Victory

Employees of Portland Motor Sales Co., in Portland, Me., recently voted for representation by Teamster Local 340 in a National Labor Relations Board election, according to Albert Page, secretary-treasurer of the local union. The vote was 8 to 4 for the union.

Ground Broken

Eureka Local 684 Sponsors 60-Unit Apartment Complex

Representatives of Teamster Local 684 in Eureka, Calif., were joined by officials of Crescent City in ground-breaking ceremonies recently to start construction on a 60-unit, medium rent apartment complex.

The \$668,000 project is being financed through the Federal Housing Administration under the sponsorship of Local 684. When completed, it will provide 1 and 2-bedroom apartments for workers in the area.

S. F. Burke, secretary-treasurer of Local 684, said the 60-unit complex will cover 2 full blocks of land facing the Crescent City park and harbor. The union will move its offices into the building upon completion.

Completion of the structure to be known as Crescent Arms, Inc., is projected for this summer.

Verne Werner, a long-time Teamster and member of Local 684, will manage the building, according to Burke.



Breaking ground for an apartment complex sponsored by Teamster Local 684 are (left to right): Verne Werner of Local 684, manager; Vince Conrad, trustee of Local 684; John Webb, Local 684 business agent; Wayne Amos, Local 684 president; Reynold Plaisted, charter member of Local 684; Lloyd Jolly of the construction firm; S. F. Burke, Local 684 secretary-treasurer; Bill Fitzgerald of the construction firm; John Hodge, Bank of America; Jack Clifford, Redevelopment Agency; Dale Zimer, United California Bank; John Howard, Wells Fargo; Bob Legg and Darryl Lovaas, CPA's.

900 Covered

Funeral Drivers Register Gains In New 3-Year Agreement in NYC

Substantial wage increases coupled with gains in welfare, pension and other fringe benefits were won for 900 funeral drivers and helpers by Teamster Local 1034 of New York City in negotiations with 2 employer associations and independent firms.

Bernard Adelstein, president of Local 1034, headed the negotiating committee. The contract covers Teamsters employed by members of the Motor Hearse & Car Owners Assn., Inc., and the Brooklyn and Long Island Livery Assn., as well as several independents.

Besides wage hikes in 3 steps for steady chauffeurs, the settlement provided that welfare and pension benefits, previously administered by the employer associations, will now be incorporated into Local 1034's Insurance Trust Fund and Pension Fund in addition to the innovation of severance benefits through the Local 1034 Severance Fund.

The agreement also clarified job security provisions, improved the va-

cation clause, set a total of 12 holidays, inaugurated jury pay and an increase in bereavement pay, and eliminated a no-strike clause.

The drivers and helpers formerly belonged to another Teamster local union that merged with Local 1034. This was the initial contract negotiated for them by Local 1034.

Retiree Sends Appreciation

Bros. Hoffa and Fitzsimmons:

I am writing a letter of appreciation as a member of Local 299 in Detroit. I am now approaching my 76th birthday. I must say I don't know how I could live without my pension check. My thanks to Local 299.

Fraternally,
A. W. Fillenworth

Named To Board



John A. Ryan (right), secretary-treasurer of Teamster Joint Council 25 in Chicago, Ill., recently was appointed to the board of directors of the Suburban Cook County Tuberculosis Sanitarium. He receives congratulations from Cook County Circuit Court Chief Judge John S. Boyle after oath-taking ceremonies. Ryan is president of Teamster Local 786.

Arbitration Award



Georges Metivier (right), business representative for Teamster Local 903 of Montreal, Quebec, is shown presenting a \$1,089 check to George Ward, a member of the local, following successful arbitration of a grievance against the North Island Regional School Board. Ward and James Barber, another member who received an award of \$1,111 in the same case, were laid off with the understanding they would be called back to work in a couple of months. However, they were replaced by a subcontractor. The union processed their complaint right up to the Minister of Labour who appointed an arbitrator.

Air Pollution War Features Steamers

As part of California's war on air pollution, the U.S. Department of Transportation is helping finance a demonstration project under which 4 buses operated by the San Francisco Municipal Railroad and the AC Transit Co., in nearby Oakland will be equipped with steam engines next year.

The engines, still to be selected, will represent modern-day development of what are called external combustion engines. They are significant steps in steam engine technology compared with the days of the old Stanley Steamer automobile.

Transportation Secretary John A. Volpe said the project represents an effort by the federal government, leaders in the public service sectors and private business in the search for solutions to the problems of air pollution. He called it an important first step toward "reducing air pollution from public transportation."

The federal government will pay \$450,000 of the experiment's total cost of \$610,000.

Oath of Office



Officers of Teamster Local 446 in Wausau, Wis., are shown receiving the oath of office from Judge Dean (left to right): Gerald Allain, trustee and business agent; Reuben Thiel, trustee; Peter Petrowski, recording secretary; Richard Chamberlain, secretary-treasurer and business agent; Ted Zick, vice president; Ray Yessa, president and business agent; and Judge Dean. Carl Schmidt, Jr., trustee, was not present for the photo.

Effective July 1, 1969

Agency Issues Credit Guide On Truth-in-Lending Statute

A final version of a truth-in-lending regulation designed to protect consumers from being gouged when they borrow money or buy on installment credit has been issued by the Federal Reserve Board.

The regulation covers nearly every form of consumer credit and goes into effect July 1, 1969. It was passed by Congress last year.

Known as "Regulation Z," the set of rules spells out the disclosures creditors must make to consumers and the form in which the disclosures must be made.

It does not fix maximum or minimum credit charges. Rather, it is intended to make consumers aware of the cost of credit, permitting them to make more enlightened judgment when comparing terms available from various credit sources.

"Regulation Z" applies to banks, savings and loan associations, credit card issuers, credit unions, automobile dealers, finance companies, residential mortgage brokers, doctors, dentists, and even plumbers and electricians—

and almost anyone else who extends credit.

Creditors who violate the regulation are subject to a \$5,000 fine or a year in jail or both. A consumer who

finds himself fleeced can also sue the creditor for twice the amount of the finance charges, plus court costs and lawyer fees.

Two major forms of credit are covered:

—Open end credit used for revolving accounts in department stores and credit card plans;

—Installment plans used for selling autos, household appliances and other expensive items.

Real estate is covered by the law regardless of the amount of money involved. However, business and commercial credit—other than for agriculture—and transactions over \$25,000, except for real estate, are exempt.

The finance charge and the annual percentage rate are the most important concepts in the regulation, according to the Federal Reserve Board.

They are designed to tell the consumer at a glance how much he is paying for credit and the relative cost of that credit in percentage terms.

The finance charge is the total of all costs imposed by the creditor, including interest, discounts, service or carrying charges, loan fees, points, finders fees, credit reports, and insurance premiums.

The annual percentage rate is the relationship of the total finance charge to the total amount being financed. A typical charge of 1½ per cent per month of an unpaid balance comes out to 18 per cent a year. A bank loan with a 6 per cent add-on charge comes to 11 per cent a year.

"Regulation Z" states that lending

Local Gives Bus

Don Sutton (left), secretary-treasurer of Teamster Local 452 in Denver, Colo., is shown giving the title to a bus to Art Gaglia, president of the North Side Community Center, as Louis B. Sinopoli (center), director of the United Fund agency, looks on. Besides the gift of the bus, Local 452 also presented a check for \$100 to cover licensing and related expenses. Youngster in the background is Steve Herrera.



disclosures must be made clearly, conspicuously, in meaningful sequence, and at the time and in the terminology specified.

The regulation also specifies certain instances in which a consumer may cancel a transaction within 3 business days.

The regulation further states that advertising of credit terms must be

clear and complete, with down payments, finance charges, and interest rates displayed conspicuously. This applies to all forms of advertising.

Congress assigned the Federal Reserve Board to write the regulation, but enforcement will be the responsibility not only of the Board but of the Federal Trade Commission and 7 other government agencies.

Romney Says:

Cost of Land, Not Labor, Drives Up Housing Prices

George Romney, Secretary of Housing and Urban Development, upset the hopes of an anti-union columnist on a recent televised press panel interview when an effort was made to blame labor for the rising costs of housing.

Romney was asked whether it was his feeling that labor costs are too high in housing construction. Romney replied:

"It is one of the elements and has been an increasing element in the increasing cost of housing, but it is not the principal element. As a matter of fact, the element that has been increasing most rapidly is the cost of land. That has gone up 3 times since 1950—a little more by now . . ."

Romney continued:

"Now, actually while labor costs are an important part of this picture, not only are land costs increasing more rapidly than labor costs, but also the cost of financing and the cost of materials. We have had lumber prices almost double here in the past 2 years . . ."

He added: "But the significant thing is, and the thing that you have got to deal with is, that here is a potential market bigger than any in the country, basically, and yet the costs in this market are going up faster than any industrial aspect of the country. As a matter of fact, in the cost of living figures released this week, the increase in the cost of houses led all the rest of the cost increases."

Norristown Officers



Here's the executive board of Teamster Local 384 in Norristown, Pa. (left to right): Front row—Michael De Lucia, president; Nick Di Filippo, vice president, Robert J. Kohn, Sr., secretary-treasurer; Back row—Charles Hoffman, trustee; Clifton E. Collins, trustee and business agent; Hugh Duncan, vice president; Harold D. Kriebel, trustee and business agent, and Thomas McDonell, recording secretary.

Retiree Writes Advice

Bro. Fitzsimmons:

After 41 years as a member it is gratifying to retire April 1, 1969, with a substantial pension to ease retirement. Space does not permit giving details of the tough experiences we old timers had on the road day and night, but our efforts and hard work made present conditions possible.

Union drivers are considered professional drivers and our young members should always bear this in mind so that they will be able to look forward to an enjoyable retirement. Also, they should cooperate with their shop stewards and delegates and not expect the impossible of them.

Best wishes to all.

s/ Wesley W. Thorn,
Local 478,
Lyndhurst, N. J.

Letter Sent By Retiree From St. Louis

Dear Bro. Fitzsimmons:

I have been a member of Teamster Local 600 in St. Louis, Mo., since 1943. In 1968 I suffered a stroke which disabled me, so I would very much like to express my thanks and gratitude to the International Brotherhood of Teamsters and our Local 600 retired secretary-treasurer, Patrick M. Neary, Betty Lepping, and all those who helped obtain my pension.

Fraternally,
James W. Rechtiene

No. Carolina Retiree Pens Letter

Dear Bro. Fitzsimmons:

I wish to take this opportunity to thank you and James Hoffa for making it possible for me to retire. May I also thank Teamster Local 71 in Charlotte, N.C.

Fraternally,
K. H. Patterson, Sr.

Phony Publication

Con Man Halted in Tracks By Alert Teamster Officer

Misrepresentation of the Teamsters Union in the solicitation for a publication purported to be published by the International Union has caused widespread concern in recent months. The union, as well as law officials and agencies, has issued numerous warnings about this fraudulent soliciting.

The warnings paid off in spades not so long ago when Sam Trefts, secretary-treasurer of Teamster Local 347 in West Frankfort, Ill., caught a con man red-handed.

The operator of a Herrin trucking company had been approached by a smooth talker who said he represented a magazine published by an upstate council of the International Brotherhood of Teamsters.

During his sales talk, the salesman let drop, "Sam thought it would be a good idea" if the trucking firm bought advertising in the magazine.

This was supposed to be a veiled threat that the company could expect trouble if it did not buy advertising.

The "Sam" in this case was Sam Trefts, well known in the area as a strong representative for his members and for his willingness to work on almost any project concerned with progress in the southern part of Illinois.

Fully aware of "Sam's" integrity, and conscious that the statement did not sound like it came from Sam Trefts, the truck firm owner stalled the salesman and phoned Trefts.

Trefts acknowledged that he had no knowledge of the phony magazine and urged the employer to hold the salesman as long as possible.

Trefts, accompanied by his assistant, William Callis, showed up quickly and applied a little "citizen's arrest." They deposited the con man

in the office of the Williamson County State's Attorney where the man was charged with attempted theft.

Scratch one con man.

Volunteers Take Cargo To Indians

Three members of Teamster Local 542 in San Diego, Calif., participated recently in a program to take food, clothing and related items to Indians on the Navajo and Hopi reservations in Arizona.

Hauling a set of doubles on the lengthy roundtrip were Edgar J. Thomas, Jr., Sam Masita and Louis Skonezny.

Joining to make the goodwill mission a success were Local 542, the Western Gillette Freight Lines which loaned the equipment, Safeway Stores which provided food and crates, and several other trucking and automotive firms that donated fuel and equipment.

Thomas said the success of the first trip resulted in the founding of the non-profit Southern California Indian Assistance Co. All connected with the organization are volunteers.

Railroad Gives Boot To Passengers

"The courtesy and disdain with which American railroads have come to treat their passengers in recent years rarely has been better illustrated than by the manner in which our own Louisville & Nashville Railroad discontinued its 'Humming Bird,'" said the Louisville (Ky.) *Courier Journal* in a recent editorial.

The *Courier Journal* went on to explain that the L&N "Humming Bird" was heading south for New Orleans and just pulling into Birmingham, Ala., when word was received that the line was permitted to drop the passenger train.

Rather than keep that one "Humming Bird" running and permit the passengers to continue their trip on schedule to New Orleans, the railroad pulled the people away from their dinners and put them on a bus for the rest of the trip.

As the *Courier Journal* put it: "... if making enemies for the American railroad industry is a measure of success, the L&N is making its share."

Goodwill Tour to Japan



This group of San Francisco area union leaders met their counterparts in Japan last month on a 10-day trip which included Tokyo, Nikko, Osaka and Kyoto. They are (left to right) George Johns, San Francisco Labor Council; David Jenkins, legislative coordinator, ILWU; Joseph Belardi, president, San Francisco Labor Council and executive secretary, Culinary Workers; Keith Eickman, business agent, Warehouse Union; William Ferguson, president, Bay Cities Metal Trade Council and financial secretary, Machinists Lodge 68; David Selvin, editor, San Francisco Labor; Albert Figone, president, Carpenters' Local Union; Kenneth Finis, president, San Francisco City and County Employees Local Union 400; David Sweeney, legislative representative, Western Conference of Teamsters; Jack Goldberger, General Organizer, International Brotherhood of Teamsters; and J. P. Odle, Japan Air Lines.

In Construction

Teamster Delegates Hear Report On Union-Busting Program of ABC

DELEGATES to the recent policy committee meeting of the Teamsters National Division of Building Material and Construction Drivers heard a detailed report on the union-busting program of the Associated Builders and Contractors.

Blowing the whistle on the ABC was Stan Arnold, president of the Michigan State Building Trades Council AFL-CIO, a guest speaker at the division meeting in Miami Beach, Fla.

Arnold said the 18-year-old ABC, which started with a nucleus of 17 member firms, now has 14 state chapters and 2,237 member firms. All are dedicated to beating down the prevailing wages in the construction industry.

The ABC's main anti-union weapon is what it calls the "merit shop construction" plan which is designed to lull unions to sleep. The system permits general contractors to hire union and non-union workers to work side by side on a job—paying the non-union men so-called "merit" wage hikes.

ABC's tactic is to make certain that redi-mix and dirt-haulers are



Stan Arnold, president of the Michigan State Building Trades Council AFL-CIO, sounds warning about union-busting program of growing Associated Builders and Contractors.

union, then they hire non-union excavators in hopes of drawing a picket line. If pickets appear, the ABC contractor then goes to court—with the

help of ABC attorneys—to break the unions.

At the same time, the ABC helps the small supplier build up his business at the cost of union jobs. Arnold cited instances where firms that in 1961 were able to handle only \$50,000 contracts now boast jobs valued as high as \$7.5 million.

Arnold's suggested solution is that unions with construction jurisdiction must make a greater effort to organize the smaller companies. He said this is especially true in the case of "one-truck companies" where the ABC finances such firms and makes them subservient.

The ABC is no fly-by-night union-fighting outfit, Arnold warned. He outlined in detail ABC's 5-year plan to expand recruitment of open shop contractors and to intensify its war against unions in the Building Trades.

Now 2 years into the program projected through 1972, the ABC goals include development into a national association headquartered in Washington, D.C., with branch offices in each state to seek the abolishment of local, state and federal prevailing wage

laws; to oppose safety laws; to outlaw the union shop, and to provide open shop contractors with the services of union-busting lawyers to fight organized workers.

The ABC now has 20 full-time staffers, Arnold said, most of them noted anti-union attorneys. Plans are to expand this staff even more.

Legislative Fight

In the past year, ABC has followed through on its legislative fight against Common Situs proposals, helped promote programs to place unions under antitrust laws, and has sought repeal of Davis-Bacon and other prevailing wage laws and ordinances.

For 1969, ABC's goal calls for a 25 per cent growth in membership. New state offices are planned for Virginia, Florida, Michigan, New Jersey and Massachusetts—with a fanning operation anticipated from Massachusetts into the remainder of the New England states.

The ABC this year also has plans to establish "an insurance fund for legal assistance to its members for use in labor problems." It also has the goal of instituting a Davis-Bacon test case at the first opportunity.

A "political" aim of ABC this year is to "undertake a program for worker education in the political field."

ABC's 1970 schedule calls for increased membership efforts, concentrating on Ohio to Illinois and pressing toward Missouri and the Mid-South states. It will seek repeal of all prevailing wage laws. Also, the organization plans to move its headquarters to Washington, D.C.

In 1971, ABC plans to push for member contractors in the Midwest and Southwest, expand its national office services, promote its program for the "merit shop," and seek passage of right-to-work laws at both the state and national level.

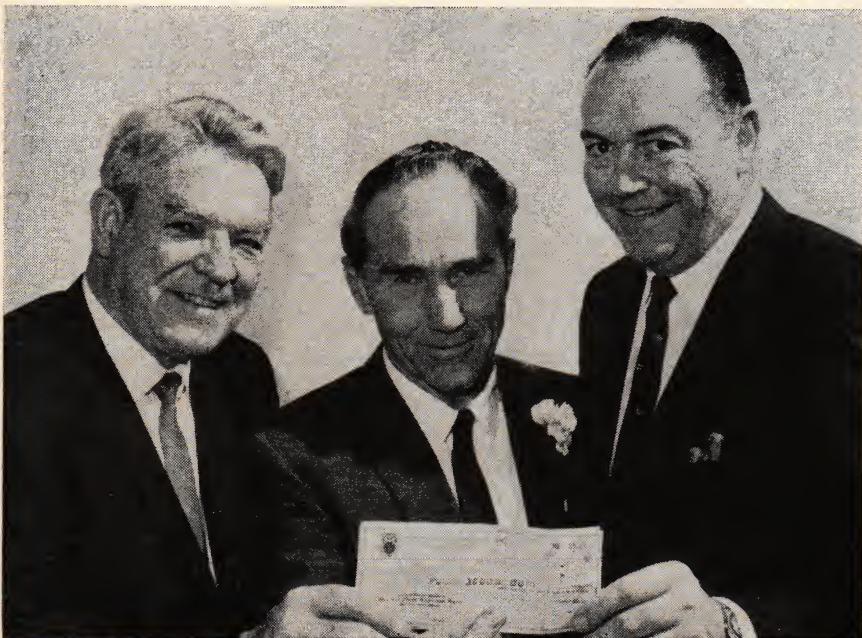
In the final year of the 5-year program, 1972, ABC plans to extend its Southwest bases to organization throughout the far West with an anticipated growth of 50 per cent.

Review Plan

Politically, it will participate vigorously in all chapters and state organizations while keeping close watch on political appointments and regulatory agencies. It will expand its legal assistance services to anti-union contractors, and "promote affiliation of construction industry associations as part of the Merit Shop Federation."

Finally, as decided at ABC's 1967 convention, it will review the 5-year plan and "project a new plan."

Cancer Gift



Teamsters played a prominent role in the recent Puget Sound Sportswriters' and Sportscasters' banquet at Seattle to benefit the Fred Hutchinson Cancer Center. Shown with a \$3,000 check representing the banquet proceeds are (left to right): Joe Collins, secretary-treasurer of Teamster Local 227; Dr. William B. Hutchinson, president of the Pacific Northwest Research Foundation, and Arnie Weinmeister, secretary-treasurer of Teamster Local 117.

Retires



O. C. Murrah, a charter member of Teamster Local 783 in Louisville, Ky., is shown as he entered his Carnation Co., truck for his last run before retirement. Murrah will receive the \$300 Central States pension.

• Canada Win

Teamster Locals 395 of Regina and 979 of Winnipeg have been certified by the Canada Labour Relations Board as representatives of a unit of 52 employees of Western Expressways.

Gratitude Expressed By Retiree

Dear Bro. Fitzsimmons:

I received my first pension check and on behalf of my wife and myself, I wish to express my gratitude and appreciation to the trustees of the Teamsters Union and to the Central States, Southeast and Southwest Areas Pension Plan for making possible these pension benefits which add to the enjoyment and security of our retirement years.

I have been a member of Teamster Local 801 (Chicago Heights, Ill.) and truck driver for 40 years until my retirement from City Beverage Co. I was in their employment for the last 28 years. I appreciate the opportunity of being employed by City Beverage and thank them for their participation in the pension fund.

Fraternally,
s/ Peter D'Allesandro

JOHN B. McGINLEY, C.P.A. (1927-1955)
LEO F. McGINLEY, C.P.A.
WILLIAM P. ROCHE, C.P.A.
WHITFIELD E. MALLORY, C.P.A.
MEMBERS OF AMERICAN INSTITUTE
OF CERTIFIED PUBLIC ACCOUNTANTS

McGINLEY & ROCHE

CERTIFIED PUBLIC ACCOUNTANTS

VAN NESS CENTRE
4301 CONNECTICUT AVENUE, N.W.
WASHINGTON, D.C. 20008

February 21, 1969

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America
25 Louisiana Avenue, N.W.
Washington, D.C. 20001

Gentlemen:

We have examined the consolidated balance sheet of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA,
TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION AND
TEAMSTERS' INTERNATIONAL, INC.

as of December 31, 1968, and the related consolidated statement of income and expense for the year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the referred to consolidated balance sheet and consolidated statement of income and expense present fairly the financial condition of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

as at December 31, 1968 and the results of its operations for the year then ended and were prepared on a basis consistent with that of prior years.

Respectfully submitted,

McGINLEY AND ROCHE

McGinley & Roche
Certified Public Accountants.

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION,
AND TEAMSTERS' INTERNATIONAL, INC.**

Consolidated Balance Sheet as of December 31, 1968

ASSETS

Cash				
On Deposit, Checking Accounts	\$ 378,629.76			
Office Funds	750.00			
On Deposit, Savings Accounts	2,167,044.88			
In Transit, Savings Accounts	139,458.75			
On Deposit, Time Deposits	3,000,000.00			\$ 5,685,883.39
Accounts Receivable				
Advances—Affiliates and Allied Organizations	578,668.74			
Advances for Bookkeeping Machines	35,732.73			
Others	99,384.58			713,786.05
Inventories—Cost or Market				
Local Union Supplies and Equipment				227,069.65
Investments				
Securities—Maturity Value	61,537,124.55			
Accrued Interest Thereon	594,595.92			62,131,720.47
Deposits				
Local Union Supplies and Equipment	50,943.10			
Others	2,639.72			53,582.82
Deferred Charges to Future Operations				
Prepaid Insurance	51,700.01			
Prepaid Organizing Expenses	22,500.00			
Prepaid Postage	5,629.64			
Prepaid Surety Bonds	782.43			
Prepaid Appeal Bonds	250.63			
Prepaid Taxes	953.84			
Prepaid Building Operation Costs	1,491.91			
Prepaid Rent	1,872.97			
Unamortized Note Premium	1,606.96			
Prepaid Retirement Plan Contribution	56,000.00			
Cafeteria Stock Inventory, Lower—Cost or Market	976.04			143,764.43
Fixed Assets				
Real Estate	4,389,698.47			
Furniture and Furnishings	112,313.96			
Office Equipment	60,496.88			
Automobiles	15,787.04			4,578,296.35
Total Assets				\$73,534,103.16

LIABILITIES, DEFERRED INCOME AND NET WORTH

Accounts Payable				
Trade Creditors	\$ 205,306.90			
Escrow Funds	13,045.76			
The Teamster Affiliates Pension Fund	664,592.48			
Employees' Income Tax Withheld	64,582.47			\$ 947,527.61
Accruals				
Salaries and Expenses	2,981.77			
Taxes—Social Security	6,597.63			9,579.40
Total Liabilities				957,107.01
Deferred Income				1,122,417.23
Net Worth				
Balance, January 1, 1968	63,185,605.80			
Add: Excess of Income Over Expenses for the Year ended December 31, 1968	8,268,973.12			71,454,578.92
Total Liabilities, Deferred Income and Net Worth				\$73,534,103.16

This Balance Sheet is subject to a contingent liability of \$150,000.00, plus penalty and interest, for judgment rendered in Hatas vs. I.B.T., et al, court case.

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION,
AND TEAMSTERS' INTERNATIONAL, INC.
STATEMENT OF INCOME AND EXPENSES**

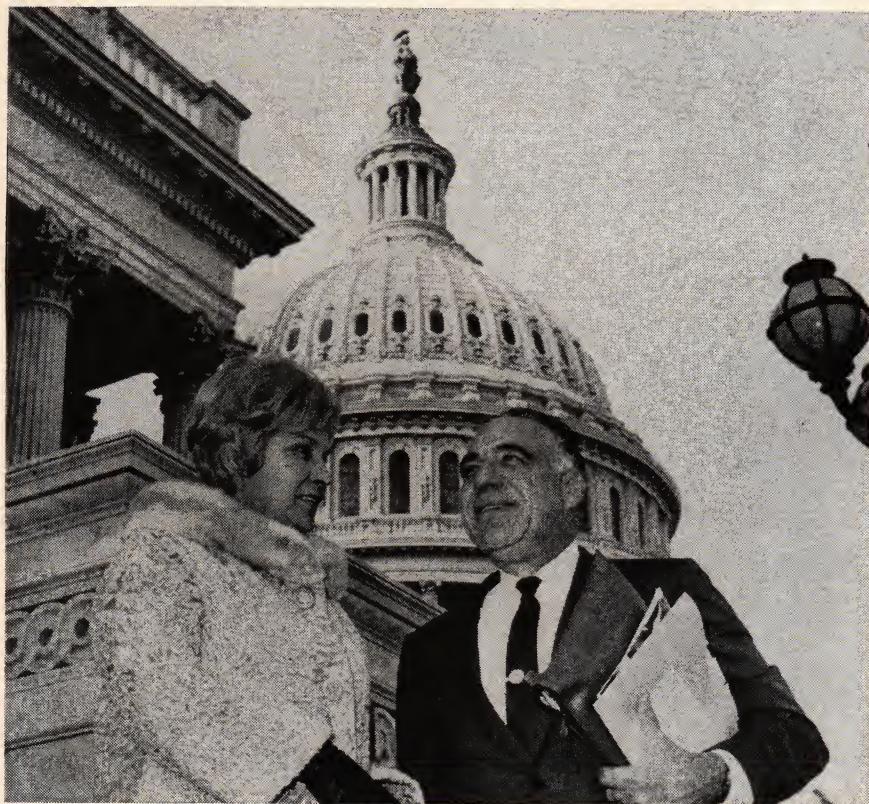
For the Year Ended December 31, 1968

Operating Income			
Fees			
Per Capita	\$30,509,704.30		
Initiations	1,149,525.00		
Organizational	225.00		
Back Tax	36,977.55		
Other Income			
Sale of Supplies	124,362.42		
Refunds, Claims, Sales and Overpayments	265.25		
Total Operating Income			
Deduct:			
Operating Expenses			
Donations to Subordinate Organizations	5,122,539.39		
Organizing Campaign Expenses	2,298,795.46		
Supplies Purchased for Resale	84,291.39		
The Teamster Affiliates Pension Fund	8,512,160.02		
Convention Expense	2,482.59		
Magazine "International Teamster"	1,361,863.52		
Legal Fees and Expenses	246,643.66		
Retirement and Family Protection Plan	1,828,556.69		
Judgments, Suits and Settlements	251,000.00		
Appeals and Hearings	10,204.20		
Officers', Organizers' and Auditors' Salaries	1,371,137.92		
Officers', Organizers' and Auditors' Expenses	690,267.73		
Staff Salaries	516,135.28		
Staff Expenses	20,011.87		
Printing and Stationery	20,217.54		
Postage	22,139.29		
Telephone and Telegraph	75,322.62		
Express and Cartage	11,347.75		
Office Rent	18,200.00		
Office Supplies and Expenses	77,163.43		
Office Furniture and Equipment Expense	2,230.21		
Auditing Expenses	3,900.00		
Affiliates' Auditing Expense	40.00		
Bonds and Insurance	28,111.69		
Building and Occupancy Expense			
Custody	14,269.93		
Maintenance, Supplies and Service	198,399.87		
Supervision and General Expense	21,224.87		
Cafeteria and Kitchen	85,761.96		
Depreciation, Building	100,597.40		
Insurance, Building	6,768.70		
Taxes, Real Estate	81,504.09		
General Executive Board Meeting Expense	38,772.17		
General Executive Board Authorizations	1,109,169.04		
Donations to Public Causes	54,175.00		
Moving Expenses	1,920.25		
James R. Hoffa Scholarship Fund	27,003.92		
San Francisco Office	6,272.91		
Portland Office	2,184.18		
Pittsburgh Office	1,780.32		
Seattle Office	12,000.00		
New York Office	451.81		
Public Relations	137,939.67		
Taxes, Personal Property and Others	20,767.24		
Taxes, Social Security	106,165.36		
Departmental and Divisional Expenses	1,538,139.08		
Auto Repair and Maintenance	11,112.78		
Aircraft Operation	107,467.08		
Depreciation and Amortization	67,178.93		
Health and Welfare	28,655.27		
Participation in Labor Movement Causes	3,325.00		
Net Income from Operations			
Add:			
Financial Income			
Income			
Interest on Investments	\$2,740,662.96		
Discount Income	362,837.16		
Expenses			
Conversion Cost of Securities	266,259.48		
Service Charges	31,055.95		
Investment Expenses	198.49		
Premium Expense	107.10		
		297,621.02	2,805,879.10
Total Operational and Financial Income			
Add:			
Other Income			
Less:			
Other Expense			
Deficit Operations—Teamsters' International, Inc.			274.65
Excess of Income over Expenses for the Year ended December 31, 1968			\$ 8,268,973.12

DRIVE REPORT

Truth-in-Lending Endangered By Special Interest Groups

Keeping in Touch



Shown here leaving the Capitol is Josephine Hoffa, President of DRIVE Ladies Auxiliary, and Congressman Henry B. Gonzalez (D-Tex.) after a recent legislative briefing session.

Senate Testimony

Federal Regulation Urged For Automobile Insurance

Shady auto insurance operators have thrown thousands of honest people into "financial wreckage," according to a professor and a lawyer giving testimony recently before a Senate subcommittee.

Testifying before the Senate monopoly subcommittee were Oscar R. Goodman, finance professor at Roosevelt University in Chicago, and Gordon H. S. Scott, administrative at-

(Continued on page 26)

Move Afoot To Torpedo Credit Protection

There is a quiet movement afoot to torpedo the new Truth-in-Lending Act before it goes into effect next July.

The "torpedo" is a proposal called the "Uniform Consumer Credit Code."

Hauling this torpedo into the "Sea of State Legislatures" is a ship called the "National Conference of Commissioners on Uniform State Laws."

Manning the crew of this "submarine" is the American Bar Assn. (which helped develop the code), the American Bankers Assn., and the huge finance companies that have coast-to-coast tentacles.

If they have their way, the Truth-in-Lending law passed by Congress last year will be tossed on the junk-pile and the pocketbooks of millions of Americans will suffer.

The Uniform Consumer Credit Code proposal would open the way for higher interest rates on small loans, installment purchases, and revolving credit accounts.

The issue becomes of immediate concern because backers of the proposal already have indicated they will take it before 48 of the 50 state legislatures this year.

What makes the situation critical is the fact that opponents of Truth-in-Lending succeeded in sowing into the laws the seeds of its own destruction as it passed through Congress. The Act permits states to pass or retain their own truth-in-lending laws so long as those laws are at least as strong as the federal law.

Judge George Brunn of Berkeley, Calif., a speaker at the recent Consumer Assembly in Washington, D.C., charged that the proposed code was specifically designed for the purpose

(Continued on page 26)

Truth Bill Endangered

(Continued from page 25)

of knocking out the Truth-in-Lending Act.

He was not alone in his criticism. Rep. Wright Patman (D-Tex.) described the proposal as "legalized usury" and estimated that, in the case of revolving credit plans, it would "mean an immediate increase of 33½ per cent in the charge to the consumer."

The banker-backed code would set ceilings for interest rates on credit. The ceilings (36 per cent for small loans and installment purchases) are substantially higher than those that now apply in many states. The danger is that the new, higher rates would prevail if the uniform credit code is approved by a state legislature.

The Consumers League of New Jersey stated recently: "We feel the maximum ceiling for interest charges on loans set by the code is exorbitant—much higher than those we now have in New Jersey. Our experience has been that every time you set a maximum ceiling, it becomes the going rate. That is the most alarming part of the code."

The Pennsylvania Consumer Protection League has stated that if the code were adopted in Pennsylvania it would



Wright Patman

throw out good credit laws that protect consumers.

While it is true that the proposed code contains many of the features of the federal law, it omits many protections for consumers.

In many states, small loan companies are strictly regulated and their

Here's an example of how the Uniform Consumer Credit Code idea is being used to attack good consumer protection laws.

Last fall in the State of Washington, organized labor sponsored Initiative 245 to limit credit card and retail installment interest to 12 per cent a year. Banks in the State of Washington fought hard against the Initiative. But consumer voters recognized its worth and passed it.

Now the campaign is underway to destroy 245's protections. State Sen. Francis Holman, Seattle Republican, introduced a "uniform consumer credit code bill" in the state assembly.

license may be revoked for any violation of the law. But the proposed code would permit revocation only after "repeated and willful violations."

Many states also forbid charges in addition to interest, other than official fees and insurance. But the code would allow "delinquency charges, deferral charges," and a vaguely worded "charges for other benefits conferred on the debtor."

Many states prohibit the taking of realty as security. The code would permit taking of realty as security in loans over \$1,000.

The National Board of the Consumer Federation of America has passed a resolution expressing unalterable opposition to the Uniform Consumer Credit Code idea. In addition, it has dispatched a criticism of the plan to all governors and legislative leaders in every state.

The unfortunate part of the story is that the National Conference of Commissioners on Uniform State Laws, whose purpose is to bring state credit laws into conformity, sincerely believes it will bring order out of chaos with the proposed code.

In reality, the commissioners are serving as stalking horse for the very group which lobbied so desperately against passage of the Truth-in-Lending Act.

• Strikebreakers

A trio of representatives in the Minnesota House of Representatives have introduced a bill to ban professional strikebreakers in that state. The legislators are: John Skeate, James L. Adams and Stan Fudro.

Auto Insurance Regulation

(Continued from page 25)

torney for the Chicago Legal Aid Bureau.

In calling for federal regulation of the auto insurance industry, they declared that state regulators too often protect the insurance firms rather than their policyholders.

They cited cases where insurance firms have not only declared themselves "broke" and refused to pay claims but often were set up as mutual companies in which the policyholders share ownership. As a result, innocent policyholders were forced to fork up "assessments" to pay debts of the then defunct firm.

Sen. Philip A. Hart (D-Mich.), chairman of the subcommittee, commented that it was unfair for state governments to compel drivers to buy insurance without also compelling insurance firms to be sufficiently solvent and honest to pay claims.

Scott said in his testimony: "The

young, the old, ghettoed minorities and low-to-modest income working men are the usual victims of insurance gyps." He said they often are the so-called "high risk" customers who are rejected by big insurance companies and have to turn to smaller firms.

Prof. Goodman said more than 100 auto insurance firms have collapsed as insolvent since 1960. He added:

"The result of these insolvencies has been the financial wreckage of many thousands of individuals who thought that they were protected by the insurance company and instead may eventually face the risk of bankruptcy, the loss of their savings, and substantial economic ruin."

Both witnesses endorsed Sen. Hart's proposals to establish a federal guarantee fund to back up insurance policies in the same way the Federal Deposit Insurance Corp., backs up bank deposits.

New Congress in Session Deals With Old Problems

By Carlos Moore

IBT Political and Legislative Director

The new Administration has assumed office, the new 91st Congress has been gaveled into session and they now settle down to consider new programs and solutions to many old problems. One of the greatest problems facing our Nation today is inflation and some sensible, workable solutions must be found to stop the enormous upward spiral of the cost of living. It does no good for the union to negotiate pay increases for the members only to see the increases eaten up by higher prices.

Naturally big business and unfortunately many Congressmen blame organized labor and our contract settlements for increased prices. Nothing could be further from the truth; if this is so, why do non-union built houses cost as much or more than union built houses? Even the business oriented Wall Street Journal admitted on several occasions recently that it is price increases, not wage increases that raise the cost of living. Regrettably it has become economic dogma that the only way to stabilize the economy and reduce inflation is through increased taxation and reduced federal spending which create unemployment and even a full blown recession. So far the President and his Administration team have not been definite in what their approach to inflation will be, we are hopeful they will not trade off economic stability for unemployment, but rather will go to the root causes, excessive profits, etc.

Another item high on the Congressional agenda is tax reform, but actually any chance of real reform is doubtful, and instead we'll probably get some minor tax reshuffling.

It has been said that if the working people in this Nation really understood how much of the tax burden they shoulder compared to how little in comparison that wealthy individuals and businesses pay, there would be a taxpayers revolution. One of the most blatant examples is that two years ago over 50 Americans who had incomes of one million dollars or more paid not one cent in Federal Income Taxes.

The hearings on tax reform will be long and drawn out and it is doubtful that it will even come up for a vote this year. Also Congress is waiting to see if the President will introduce and push a tax reform package of his own.

There have probably been more bills introduced concerning Social Security than on any individual issue. The President has endorsed some modest proposals for benefit increases, but many liberal Congressmen are pushing for a complete overhaul of the system and a 50% increase, with the increases to be paid from the general revenue funds instead of increasing Social Security taxes on workers and the employers. Again the debate on this issue is going to take considerable time, and the vote on any new benefits will not be likely before 1970.

Legislation is often determined by the times and public mood of the people, or what Congressmen think the mood of the people is, and this is especially true in the area of labor legislation.

During the course of a strike that even slightly inconveniences the public, immediately there is a cry for anti-strike laws, compulsory arbitration and the like. With the recent Dock Workers strike on the East Coast fresh in mind and thinking they could use it to mold public opinion, many Senators and Representatives have been working overtime introducing their so-called "labor reform" bills.

Business organizations although disappointed they didn't elect more conservative Congressmen in the 1968 elections feel they might get Administration support for their anti-labor legislation and have had hundreds of such bills introduced. They also recognize that although the 91st Congress is more conservative than the last, the House and Senate Labor Committees are made up of liberal majorities, therefore, they are pushing labor bills (such as labor courts) through the more conservative Judiciary Committees.

A Senate Judiciary Subcommittee headed by Senator Sam Ervin (D-N.C.) plans to release a report soon which is highly critical of the National Labor Relations Board and recommend it be replaced by a Labor Court which would be appointed by the President. We strongly oppose any such idea as setting up the machinery

for the eventual destruction of unions. This year the Senate bill for abolishing the NLRB and establishing Labor Courts was introduced by that long-time labor antagonist, Senator Robert Griffin (R-Mich.)

Senator Paul Fannin (R-Ariz.) has introduced a bill which would allow the President to order strikers back to work and make them continue to work under federal court order until a settlement was reached. Obviously no employer would bargain with the union if the employees couldn't strike and it would be the first step toward the end of labor organizations. Hundreds of other bills designed to cripple labor or deny us our rights have been introduced, whether they will be called up for hearing and ultimately be voted on is up to the committee chairman, committee members and public opinion.

Now that hearings have been started on a Coal Mine Safety Act, we are hopeful of congressional action this year on a strong Occupational Health and Safety law. A meaningful Safety and Health Act would go a long way toward putting a stop to the job slaughter which kills and injures more people each year than we are losing in Viet Nam. However, the business organizations are working hard to defeat the bill or water it down to a meaningless piece of legislation full of loopholes.

A complete overhaul of our workers' compensation and unemployment compensation systems are long overdue and many bills have been or will be introduced to improve them. It is going to take the full impact of working people on their elected officials in Washington to secure passage of these important bills.

Now that our membership in the International Brotherhood of Teamsters exceeds two million members, we represent 1 out of every 100 people in the United States, we represent 1 out of every 35 people who work in this Nation, and we represent 1 out of every 8 union members in the country. Our very membership makes us a significant political force. If we exercise our rights to advise our Senators and Congressmen we can achieve full employment, a stable economy, fair taxes, decent wages and working conditions and a better America for all.

SPOTLIGHT ON *Legislation and Politics*



• Warren's Successor

President Nixon reportedly has begun serious study of a man to replace Supreme Court Chief Justice Earl Warren. The word is that there are 3 main contenders—all more conservative than Warren: Solicitor General Erwin Griswold, Appeals Court Judge Henry Friendly, and Charles Rhyne, Washington lawyer.

• Clark Back in Harness

Retired Supreme Court Justice Tom C. Clark is back in government harness. He is head of a legal committee working for a federal panel that is investigating the automobile insurance business under the direction of the Department of Transportation.

• Congressional Recess

Senators and Representatives enjoyed their first lengthy recess in early February after accomplishing little of importance in legislation. First and only major action was doubling the President's pay to \$200,000 annually, and sharply increasing the pay of members of Congress and some top officials of the executive branch.

• GOP Chairman Resigns

Ray C. Bliss, chairman of the Republican National Committee, reversed his plans to stay on in the job and announced his resignation. The resignation becomes effective in mid-April.

• Peace Agency

Moves for a cabinet-level Department of Peace are gaining momentum. A bill has been introduced in the Senate with 15 sponsors. A similar bill in the House has gained 58 sponsors.

• Consumer Code Probe

Rep. Leonor K. Sullivan (D-Mo.), head of a consumer affairs subcommittee of the House Banking Committee, has begun hearings on a so-called "Uniform Consumer Credit Code," which its opponents claim would undercut the Truth-in-Lending Act scheduled to go into effect next July.

• Possible Hot Issue

Proposals to raise the minimum wage to \$2 are beginning to divide the Congress and may turn into a hot issue before the current session adjourns. Outgoing Labor Secretary W. Willard Wirtz recommended raising the minimum to the \$2 level. His successor, George P. Schultz, says he would oppose an increase of the present \$1.60 minimum under the Wage-Hour Act.

• Medicare Probe

Fed up with complaints about doctors milking the Medicare program, the Senate Finance Committee is about to launch a probe into the lavish fees charged by physicians and dentists under the program for welfare and elderly patients. The investigation will start as a staff study and probably expand into committee hearings.

• Safety and Health Legislation

The Senate Labor Committee opened hearings on coal mine safety and health legislation as February came to a close. The House was scheduled to open similar hearings early in March.

• Election Reform

Sen. Birch Bayh, Indiana Democrat, has introduced a bill to replace the electoral system of selecting Presidents with a direct popular election. The measure has 40 co-sponsors. Bayh says: "Now is the time for election reform—if we ever expect to get it."

• Labor Legislation

Management legislative strategists are trying to lull their foes to sleep by saying they won't make a push for new "reforms" in labor legislation until 1970. Meanwhile, the union-busters continue their coast-to-coast "educational campaign" to influence the public.

For
Your

Information

● Errors on Returns

The Internal Revenue Service says that audits show the most common errors on the 1968 income tax returns so far are in the surcharge area.

Through January, the IRS reported, it had mailed nearly \$31 million in refunds to 184,000 taxpayers who got an early start on their return filings. But many taxpayers will not be getting their refunds as soon as they expect because of mistakes in figuring the surcharge payment.

Altogether last year, the IRS audited 2.9 million of 107.6 million corporate and individual tax returns; as a result, 1.5 million taxpayers were assessed an added \$295 billion, and another 150,000 taxpayers were credited or received refunds totaling \$178 million.

● Cost-of-Living Up in '68

Purchasing power of the average wage earner with 3 dependents increased less than 1 per cent in 1968 because rising prices erased so much of his take-home pay gain of 5.5 per cent during the year.

The over-all consumer price rise, according to the Bureau of Labor Statistics, amounted to 4.7 per cent in 1968—the largest spurt in 17 years.

The President's Council of Economic Advisers recently predicted a 3 per cent rise in the Consumer Price Index for 1969.

● Forger's Best Friend

The executive who scrawls his name more or less illegibly is the forger's best friend, according to a New York firm that specializes in examining questionable documents.

The hardest signature to forge, according to Paul Osborn who heads the firm, is one that contains at least 2 full names and is written rapidly, freely and legibly. He adds that the signature should be in normal script with all the letters connected.

A signature with unconnected letters is easier to forge, says Osborn, because the forger gets a chance to work more slowly, lifting his pen at the breaks while carefully studying the rest of the name.

● Intercity Truck Freight

The volume of intercity truck freight hauled in the third quarter of 1968 was more than 11 per cent above that for the same quarter of 1967, according to American Trucking Assns., Inc.

ATA said 2,498 carriers transported more than 161 million tons of intercity freight in the third

quarter compared with 145 million tons in the same period of 1967.

Tonnage increases for the third quarter of 1968 were registered in all of the 9 geographical regions with the largest gain coming in the Midwest.

● Military Expenditures

Worldwide military expenditures during 1969 probably will exceed \$200 billion, according to an estimate by the U.S. Arms Control and Disarmament Agency.

The federal agency said man already has spent more than \$4 trillion on wars and armaments so far this century—a figure that is expected to double within 10 years if the current rate of increase continues.

ACDA noted in its report: "The world's public health budget is \$52 billion or one-third the size of its military budget."

● Millionaires Abound

Federal Reserve Board figures indicate that in 1965 there were 100,000 Americans worth \$1 million or more.

The figure prompted a *New York Times* financial writer to speculate there may be as many as 300,000 millionaires in the United States today—"the inflation of the last 3 years may have doubled or tripled the number."

● Working Wives

The Department of Labor says: "The likelihood of escaping poverty is greater among husband-wife families when the wife is an earner."

Nearly half of all American women 18 to 64 years of age are working in any given month. Three of every 5 of these women are married and live with their husbands.

Wifely earnings, added to her husband's, often are necessary to put the family income over the poverty level which the government puts at \$4,000 a year.

● New Tire Approach

At least one tire manufacturer has responded to recent criticism of tire safety standards by coming out with a new product touted as safer and longer wearing.

The new tire is mounted on a large diameter wheel with a narrow rim, giving the tire concave sidewalls

instead of the usual rounded sides. In case of a blowout, the tire drops straight in against the rim and runs true instead of flopping that leads a driver to lose control.

The tire is supposed to give 75 per cent more wear and 30 per cent more traction. The larger wheel diameter will accommodate larger brakes. The hitch: A set will cost about \$500.

● Clean Air and Cities

The Department of Health, Education, and Welfare has issued a set of criteria of what constitutes clean air in terms of allowable levels of such pollutants as sulphur oxides and techniques of controlling them.

By July, the criteria will cover 32 metropolitan areas. Under terms of the 1967 Clean Air Act, the cities will have 90 days to tell HEW whether or not they will set clean air standards based on the criteria. If they agree to cooperate, they will get another year to come up with a plan for cleaning the air.

● State Taxation

New and revised state sales, income and other taxes in recent years have brought the total state tax intake to the level of \$25.7 billion registered last year.

State and local tax collections now range from a high of more than 12 per cent of personal income in Hawaii, Wyoming and New York to a low of less than 8 per cent in Ohio and Illinois.

The federal tax bite averages about 15 per cent.

● Queen Mary Scroll

The Museum of the Sea, where the giant ocean liner *Queen Mary* is being berthed as a tourist attraction, is seeking the names of the thousands of servicemen who sailed across the Atlantic Ocean when the ship was wearing battleship gray.

The museum is constructing a living memorial to include a scroll bearing the names of an estimated 750,000 servicemen who made the crossing on the *Queen Mary* during World War II.

Wartime passengers are encouraged to send their names and the identification of their unit to: Museum of the Sea, 600 East Ocean Blvd., Long Beach, Calif. 90802.

● Dangerous Toys

In an interim report to Congress, the National Commission on Product Safety said scores of children are killed or seriously injured every year because inadequacies in the law leave them unprotected from dangerous toys.

The commission cited such examples as toy electric ovens that generate 600-degree heat, cribs which can strangle infants, and imitation blow guns with darts that kids can inhale.

The 7-man panel said the Federal Hazardous Substances Act covering only flammable or pressurized articles should be amended to include a wide range of "electrical, mechanical and thermal hazards" of many toys and household objects.

● Always a Con Man

After an off-shore oil drilling rig of the Union Oil Co., had released a huge oil slick that polluted miles of beaches in Southern California, a local union received a phone call from a new public relations firm.

As a result of the beach pollution, advised the "PR" man, the word "union" had developed a bad public image. He promised the local union that his firm could restore the union's favorable image for a \$600 fee.

● Federal Pay Hike

More than a million government workers in white collar jobs are in line for what may turn out to be a record wage boost next July 1st.

Congress directed the Bureau of Labor Statistics to study wage comparability. The BLS turned in a report indicating that pay boosts averaging about 10 per cent are in order.

The BLS study now goes to the Civil Service Commission and the Bureau of the Budget which will make recommendations to the President who, in turn, will make his proposals. Congress will have the last word.

● Social Security Centenarians

One of the most exclusive "clubs" in the United States has 3,200 members—Social Security beneficiaries who are 100 years old or older.

The oldest living beneficiary is Charlie Smith of Bartow, Fla., who celebrated his 126th birthday recently. He was brought to America from Liberia at the age of 12 and sold as a slave in New Orleans.

Catherine Ward of New York City, who admits to being "100" plus, was fired from her first job as a boxmaker in New Haven, Conn., in 1889 because she joined the Knights of Labor and her employer thought she was a ringleader.

● Thurmond Swings Weight

Acting on the heels of intervention by Sen. Strom Thurmond (R-S.C.), the Department of Defense has reversed a ruling that would have barred a Defense Department contract to a group of powerful South Carolina textile mills.

The mills involved are J. P. Stevens, Dan River Mills, and Burlington. All are seeking a \$16 million contract for muslin.

At issue is whether the companies are in compliance with a Presidential Executive Order by President Johnson calling for equal employment opportunity policies by companies seeking government orders.

● Auto Occupancy

A motor vehicle survey has revealed that in 1940 each car on the road contained an average of 3.2 persons.

By 1950, the occupancy had declined to an average of 2.1 persons per car.

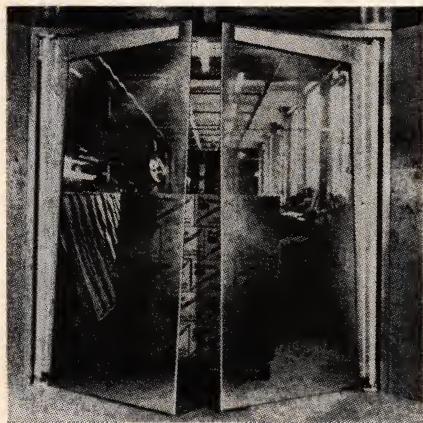
By 1960, the average had dropped still further to an average of 1.4 persons per car.

One wag has predicted that, at this rate, by 1980 every third car going by will have nobody in it!

WHAT'S NEW?

Transparent Doors

In order to curb injuries and speed traffic in the plant or warehouse, many companies are installing transparent plastic doors. The type pictured here features no moving parts and a torque swing principal. According to the manufacturer, this principal eliminates maintenance hinge spring replacements costs and normal adjustments.



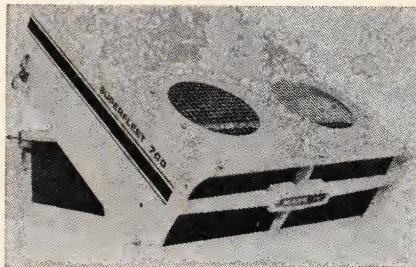
The company claims that additional dividends include better noise control and that the doors act to effectively seal off dust, fumes and cold. The doors are available in either all clear, tinted or one half clear plastic protected by heavy duty rubber on the bottom half.

Lettering

Relatively inexpensive lettering is hard to come by because of the preparation required by every individual user. One manufacturer may have found a method of overcoming this expense with pre-spaced letters tailored to fit every customer's individual needs.

There are over twenty-five separate lettering styles, with custom styles available for additional cost. The manufacturer supplies the buyer with a special order blank which provides all the specifications required by that individual. Since the individual letters are mass produced, the cost of production is cut significantly.

Mobile Air Conditioner



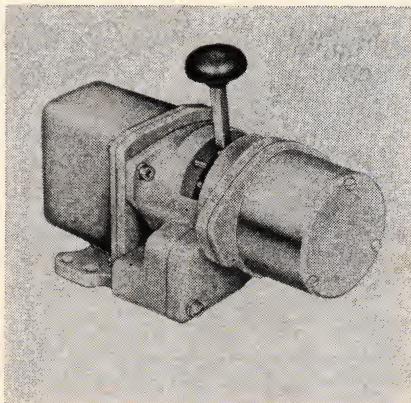
The newest addition to a long line of truck air conditioners combines the convenience of a cab mounted unit with easy installation features. This conditioner is fully weather tight and, when it is installed on sleeper cabs, it is adaptable to allow cool air flows to both the sleeping compartment and the drivers seat without exterior ducts.

The air and temperature controls are simplified and are placed within easy reach of the driver for minimum distraction and added safety. The unit features all steel construction and a tilt-away cover for easy maintenance on the road. The mounting of this model conforms to truck manufacturers specifications.

Electric Gearshift

A new electric gear shift control system for off-highway vehicles has been introduced by a noted manufacturer.

The new control cuts operator costs by increasing transmission reliability and reducing maintenance.



The shift control eliminates mechanical linkage between gear selector and transmission regardless of vehicle size. It consists of three basic elements: a controller or shift selector located near the driver, a wiring harness or electric cable to the transmission, and a solenoid-actuated valve body on the transmission that receives the signal from the driver to change gear selection.

The system simplifies installation in large trucks where the transmission is

mounted remote from the engine. The same advantage applies to scrapers equipped with multiple transmissions requiring synchronization of shifts. In virtually every application, the new control provides both the vehicle designer and operator with a high degree of flexibility.

The control's gear selector locks firmly into each gear range, preventing inadvertent shifts or skip-shifts by the driver. The system also incorporates an inhibitor which prevents accidental down-shifting at high vehicle speeds.

An additional advantage of the system is its immunity from bad weather and obstacles such as mud and rocks. It is a system completely sealed within itself requiring no regular maintenance. The quick-change electric module assembly and its replaceable individual sections are a sealed part of the control valve body.

Emergency Lamp

A modern concept in portable lighting systems has been introduced on the market. A 200,000 candlepower, portable lamp which attaches to the battery in any 12 volt electrical system or can be used simply with a twelve volt portable battery is now being marketed.

The lamp is also available with combination light sizes of 2, 3 or 4 lamps providing up to 600,000 candlepower. The lamps in any size can be hand carried, or mounted. The chassis are made through a new plastic process which provides the exterior with a protective covering previously unheard of in plastic products. The chassis can withstand extreme shock, and is additionally impervious to acid, oil, corrosion, mold or other chemicals. An additional selling point for fishermen, the chassis will float.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD



Good Reason

On the city slicker's first visit to the country he asked his farmer host: "How come that cow doesn't have any horns."

"Could be one of several reasons," replied the farmer. "She could be one of them cows that don't get horns till they are older; could be one of them breeds that's born without horns; on the other hand could be because he's a horse, and I think that's most likely."

It's A Fact

Sticker seen on the rear of an auto: "You are now keeping up with the Joneses."

Some Trip

A very small boy was in New York for the first time. Taking an elevator to the top of a skyscraper, the child and his father had shot 30 stories at breathtaking speed, when the little lad asked, timidly: "Daddy, does God know we're coming?"

To the Point

In commenting on a congressional report, one famous columnist wrote, "And this report only bears out my contention that the ten commandments were short and to the point only because they were handed down directly and didn't have to come through committee."

Quotable

A doctor can bury his mistakes, but an architect can only advise his client to plant large trees.—Frank Lloyd Wright

Bakers Dozen

A mother of thirteen was asked by a neighbor how she ever had time to care for so many.

"Well," came the reply, "when I only had one, it took all of my time, so how could twelve more be any worse."

Foiled

There is a story told about a man who needed desperately to get to Caruthers, Missouri. It seems that this particular town is one of the few in the U.S. that doesn't enjoy the services of any public transportation.

In fact the town's only link with the outside world was a lone railroad track which carried an infrequent freight train. Our friend decided that he would hop the next freight into town, but he checked with one of the trainmen before he did. The trainman said that he would be glad to help the man and together they devised a plan whereby the trainman would hold the passenger out while the man began moving his legs in a running fashion until he got up enough speed to match the train.

The plan went well and when the train reached Caruthers, the trainman held the passenger outside while he moved his legs; he was going pretty good when the trainman released him. Just then an arm reached from the caboose and swooped the man back onto the train.

"Gee," said the arms owner, "you would have plumb missed this train if I hadn't grabbed you."

Good Deal

A Dutchman, on a tour of the Southwest U.S. was looking for some momentos to bring back to a number of his friends. He spied an Indian weaving baskets and offered to buy the entire stock.

"Okay," replied the Indian, "that will be twenty-five dollars."

"Oh no" protested the Dutchman, "I'll give you ten dollars and no more."

"No sale," replied the Indian, "deals like Manhattan, you don't get any more."

In A Day's Work

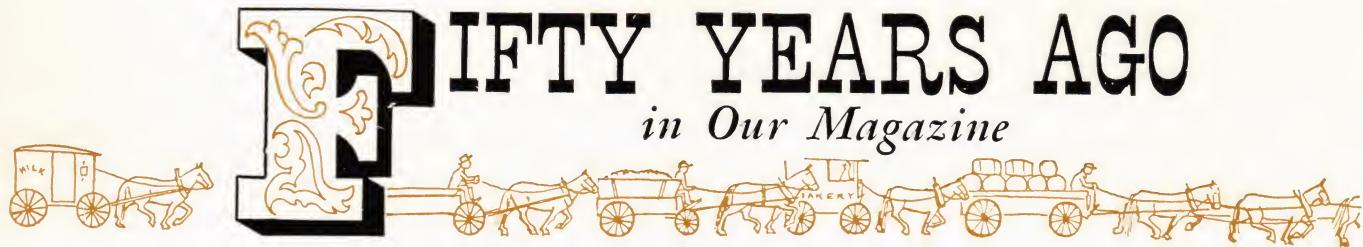
A man we know had gotten into the routine of meeting a panhandler on a certain street corner every evening for several months. Each evening there would be an exchange of pleasantries and the down-and-outer would get a gratis two bits.

Then one day the routine was interrupted when the panhandler failed to show up. The following day he was back on the same spot and his concerned friend questioned him about his absence.

"Oh, it was nothing," replied the hobo, "I just had a hangover and couldn't come to work."

Crowd Pleaser

When church attendance began to fail, one inventive minister we know came up with a real crowd pleaser. It seems that he posted a sign in front of his place of worship, "Come one, come all; see and hear the fabulous 'Sacred Agent 007'."



Supreme Court Upholds Ten Hour Limit On Workday For Women In Oregon Case

HAN a survey of long working hours of women in Indiana, the woman-in-industry service of the Department of Labor says that "long hours for the workers have been recognized by the United States Supreme Court as a serious menace to the welfare of the state. In support of this statement excerpts are printed from the defendant's brief in the case of Bunting vs. Oregon, which led the court to uphold an Oregon law limiting women's work day to ten hours.

"An overtired person," says the brief, "is literally a poisoned person, poisoned by his own waste products. These wastes are poisonous impurities arising from the chemical processes of cellular life. They circulate in the blood, poisoning brain and nervous system, muscles, glands and other organs, until finally burned up by the oxygen brought by the blood, removed by the liver or kidneys or eliminated through the lungs.

"Recent investigations show that not only in the dangerous trades, but in all industries, a permanent predisposition to disease and premature death exists in the common phenomenon of fatigue and exhaustion. This is a danger common to all workers, even under good working conditions, in practically all manufacturing industries, as distinguished from the specially hazardous occupations.

"In ordinary factory work, where no special occupational diseases threaten, fatigue in itself constitutes the most imminent danger to the health of the workers because, if unprepared, it undermines vitality and thus lays the foundation for many diseases.

"The experience of manu-

facturing countries has illustrated the evil effect of over-work upon the general welfare. Health is the foundation of the state. No nation can progress if its workers are crippled by continuous overexertion. The loss of human energy, due to excessive working hours, is a national loss, and must inevitably result in lowering the nation's prosperity."

Employer and Employee Cooperation The First Component of Safety

Struggle as you will and with what measure of success you may for hours and wages, of what good will it be if you lose life, limb or health, accidentally or because of bad sanitation or bad practices?

In New York state there has just been held a great safety congress, the third in an annual series. Guards for dangerous machinery, the very latest in sanitation and hygiene, the last word in lighting and ventilation, all were discussed by safety engineers and investigators of proven knowledge and wide reputation.

Yet, unless the worker can be interested, if he may not be impressed with these great lessons in safety, if to him the call of self-interest of a vital kind makes no appeal, if reckless-

Ex-President Lauds Workers' Role In War

I sat on a platform recently behind Ex-President Taft when he made this statement: "It is a well-known fact that the working people—the laboring men and women of our country and of England, France and Italy—were mainly responsible for the winning of the war, and this fact should not be lost sight of."

It is seldom that the workers of a nation receive such adulation, especially from the mouths of politicians.

ness may not be banished and in its stead instilled the doctrine of a whole and healthy body, then these safety congresses are but a waste of time.

The employer has learned that it is good business to maintain industrial personnel at a high state of efficiency, both as to skill and bodily safety.

The employee who does not yet know the value to him of self-care and vigilance may be aroused by a sense of responsibility to wife and children.

Nations conserve the health and safety of their armies; such conservation represents many of the letters in the word "victory."

In the crusade for safety, employer and employee may travel hand in hand.

54 Hour Week Doesn't Cut Production

"On the whole the evidence indicates clearly that a fifty-four-hour week has involved no decrease in output. However, in several instances the decrease was comparatively small," a report by the National Industrial Board points out.

Since reductions in hours result in some saving in overhead charges, the small decrease in output will be completely offset. This fact taken in conjunction with the fact that thirteen establishments in the fifty-four-hour group either maintained or increased production, warrants the conclusion that a fifty-four-hour schedule is not seriously detrimental to the industry as a whole from a production standpoint."

The National Industrial Board, a manufacturers' organization, has surveyed the manufacturing industry under a fifty-four-hour system, and in the first sentence of its summary says:

"The adoption of a fifty-four-hour work week in the wool manufacturing industry has, in a great majority of cases, resulted in a decrease of output."

The reader is supposed to keep the first sentence in mind, and not compare it with contradictions at the close of the report.

Address all communications to International Brotherhood of Teamsters, Chafeurs, Stablemen and Helpers, Daniel J. Tobin, President and Editor, Room 211, 222 E. Michigan St., Indianapolis, Ind.

Spring
is
just
around
the corner...



**PLEASE
DRIVE
CAREFULLY**

... and look out for the little children!